

The  
*International*  
**Teamster**  


OCTOBER 1952

**The 16th  
Convention**

**will now**

**COME TO  
ORDER!**



Los Angeles, California  
October 13, 1952



## For a Natural Aristocracy

*Thomas Jefferson's theory of an aristocracy, not of wealth or social position, but of "virtue and talents," as expressed in an excerpt from a letter to John Adams.*

**I** AGREE with you that there is a natural aristocracy among men. The grounds of this are virtue and talents. Formerly, bodily powers gave place among the *aristoi*. But, since the invention of gunpowder has armed the weak as well as the strong with missile death, bodily strength, like beauty, good humor, politeness and other accomplishments, has become but an auxiliary ground for distinction. There is also an artificial aristocracy, founded on wealth and birth, without either virtue or talents; for with these it would belong to the first class. The natural aristocracy I consider as the most precious gift of nature, for the instruction, the trusts, and the government of society. And, indeed, it would have been inconsistent in creation to have formed man for a social state, and not to have provided virtue and wisdom enough to manage the concerns of the society. May we not even say that that form of government is the best which provides the most effectually for a pure selection of the natural *aristoi* into the offices of government? The artificial aristocracy is a mischievous ingredient in government, and provision should be made to prevent its ascendancy. On the question what is the best provision, you and I differ; but we differ as rational friends, using the free exercise of our own reason, and mutually indulging its errors. You think it's best to put the pseudo

*aristoi* into a separate chamber of legislation, where they may be hindered from doing mischief by their coordinate branches, and where, also, they may be a protection to wealth against the agrarian and plundering enterprises of the majority of the people. I think that to give them power in order to prevent them from doing mischief is arming them for it, and increasing instead of remedying the evil. For, if the coordinate branches can arrest their action, so may they of the coordinates. Mischief may be done negatively as well as positively. Of this a cabal in the Senate of the United States has furnished many proofs. Nor do I believe them necessary to protect the wealthy, because enough of these will find their way into every branch of the legislation to protect themselves. From fifteen to twenty legislatures of our own, in action for thirty years past, have proved that no fears of an equalization of property are to be apprehended from them. I think the best remedy is exactly that provided by our own constitutions, to leave to the citizens the free election and separation of the *aristoi* from the pseudo *aristoi*, of the wheat from the chaff. In general they will elect the really good and wise. In some instances, wealth may corrupt, and birth blind them; but not in sufficient degree to endanger the society."

# The International Teamster



DANIEL J. TOBIN • Editor

Vol. 49

OCTOBER, 1952

No. 10

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## Trademark of Democracy

The convention process is a trademark of American democracy.

Ever since Washington, Madison, Hamilton, Franklin and other statesmen of the young Republic met in Philadelphia in 1787 to frame a constitution, conventions have been the instruments of decision in every phase of American life.

This is in the best tradition of democratic philosophy. For conventions are the essence of representative government—whether the governed be members of a political party, a business association or a labor organization. The convention is the instrument which translates their wishes and opinions into action.

Teamster delegates meeting in Los Angeles this month will face complex problems. But their tasks will be carried out efficiently and effectively because they represent a loyal, united membership. Through the convention process—a tried and tested institution of democracy—our membership will speak clearly.

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Per Annum, \$2.50; Single Copies, 25 Cents  
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# Timely Remarks

by DANIEL J. TOBIN

## High-Priced Hot Air

Self-serving industrial and commercial interests who are always over-stuffing the electorate with propaganda against labor unions sometimes overdo themselves. They try to frighten Government people as well as union representatives. It is impossible in the union field to match dollar for dollar with these financial giants. The election of Roosevelt and Truman over the past 20 years, against the almost unanimous and vicious opposition of the newspapers, magazines, and broadcasters is sufficient evidence to prove that the education of the masses of the American people has not been in vain. Our people are too intelligent to be hoodwinked today in the manner that they were imposed upon 50 years ago. The following interesting excerpt is quoted from the "Congressional Record" of June 24, 1952, from the remarks of Congressman Belcher:

"Mr. Speaker, I am greatly concerned with the increasing use of propaganda in public affairs. No one is in a better position to observe this development than those of us who serve in Congress. We receive a constant barrage of letters, petitions, telegrams, and other communications urging that we support or oppose all manner of proposals. Of course, we want to hear from our constituents and to have their honest and thoughtful opinions on issues that are before us. But there is an important distinction between the ordinary expression of well-considered views and these great waves of activity supposed to evidence some precedent-shattering movement.

"On the assumption that we measure public opinion by the pound, we are—on too many occasions—subjected to bombardment by mail and telegram. We are supposed to be swayed not by the weight of the argument but by the poundage of the letters and wires with which the argument is conveyed.

Too frequently these blizzards of literature are obvious products of partisans. The monotony with which invalid arguments are repeated, over and over again, in almost identical words, makes it apparent that they stem from a common source.

"It takes not more than a few days of exposure to such pressure campaigns to recognize them for what they are. We are supposed to believe these inspired communications show the opinion of an overwhelming majority of our constituents. But we know, at once, that the impression sought to be created is often false—that these letters and telegrams express the opinion of the lobbyist rather than the views of those who write them. We can readily understand when our mail reflects opinion widely held by the people back home and when it reflects something else.

"In the process of formulating public opinion the growing complexity of modern life has developed a practice which merits sober thought. There are now those whose profession it is to formulate the opinions of the millions who constitute the public—to shape these opinions to serve the objectives of their clients. Opinion molding is big business. I, by no means, wish to infer that it is necessarily an improper or dishonorable business. But it is a business, and those who engage in it are often highly skilled in the practice of their profession.

"Propaganda is a term loosely applied to the techniques generally employed in this work—and a term fairly well understood by the average citizen. But in the hands of a skillful technician it is difficult to recognize. It is customary for these professional opinion molders to inaugurate a program with universal appeal, apparently to accomplish a popular objective about which no fair-minded person could find fault. Then at the proper moment the program is slanted and the interest and support for broad, glittering generalities is translated, as if by magic, into actual support for the special objective of the fee-paying client."

## We're Still Behind

The "pursuit of happiness" is considered by most people the ability to acquire plenty of money. There is no doubt that a truck driver or warehouseman doesn't see enough money to satisfy his needs. It is natural therefore for our membership to keep striving for better wage scales and more humane working conditions. When a man hung around a barn day in and day out begging for the chance to

earn a day's pay, the boss thought more of his equipment than he did of his help. As our wage scales became more costly, the employer resorted to labor-saving machines, so much so that the technological advancement in the motor freight field is due in a large measure to the humanization of employment in the trucking industry by the Teamsters Union. The constant effort to try to earn more than we have to spend is always with us. Today our craft enjoys greater personal freedom, security, and independence than formerly because of the advances in collective bargaining—but we still lag behind in securing our proportionate share of the benefits which industry derives from the contributions made by the increased productive efficiency of our members.

### ***A Tested Course***

The International Union Convention is being held this month in Los Angeles. I have been an active participant in the Teamsters' conventions since the 1903 meeting at Niagara Falls. Each convention seems to be more important than any preceding it. This is undoubtedly due to the increase in our membership, financial position, legal activities, legislative objectives, economic entanglements, and a host of new and involved situations undreamed of in 1903. Because of the increasingly complex nature of our Union activities, I urge every local union to send its authorized number of delegates to this convention since in this important respect we should strive for full participation in the convention proceedings. We must keep our feet on the ground, and not be swayed by some of the newfangled innovations which creep into the Labor movement sponsored by oratory rather than plain, ordinary common sense. Over the past 50 years the Teamsters have hewn close to the line in sticking to fundamentals of local autonomy and pay scales for our members. We have not attempted to spread ourselves over all creation because our immediate obligation to improve the working status of our members was as pressing a responsibility as any of the problems that could confront any organization. Our success has been built on this foundation, and to change now from our fundamental aims would be perilous indeed. When we come to the point where we lose sight of the primary objectives of our people and modify the democratic methods of operation, then our progress will stop and decay will set in.

We must continue to promote loyalty of our

members to the International Union; in the past this has been abundantly demonstrated. Any radical changes in our policies at this time may alienate the splendid cooperation of our people toward the International Union. The warm loyalty of our membership over the past 50 years to our movement has been nothing short of amazing. In our convention deliberations common sense and moderation should be the guiding posts for formulating our course in the coming years. Let us bear in mind that the Teamsters Union has not been a failure during the past 50 years; our success rests with the improved welfare of our members; it can only continue if we pursue the same course in the future.

### ***Still They Yell 'Wolf'***

Newspapers talk about the power of labor unions as being so strong that the government and the people should take steps to cripple unions. This is just another scheme to frighten the country into hysteria. Over the past 50 years, of all the strikes forced upon labor unions by greedy employer interests, over 90% have been failures. The Teamsters Union during that time has lost far more strikes than it has won. Surely, if such tremendous power existed in unions, a far better strike record should exist. If the labor movement is defeated continually in strike situations, how then can it exert the alleged influence along any other lines that our enemies seem to publicize? Power goes with property and wealth, and when a union strikes, all the financial interests of a community are lined up against it. Is it any wonder that the strife and struggle of a union during a strike goes unrewarded?

Today about all publicity channels are established against a union and the high-priced public relations boys and commentators leave no stone unturned to poison a community against the efforts of the laborer to obtain a more decent standard of living. The greatest social and economic progress in this country has been accomplished through the labor movement. It has taken the lowest level of our society from the depths of poverty, ignorance, and fear and brought it up to decency and respectability. The democratic processes of the labor movement have not been strong enough to prevent some rascals and abuses from creeping into our framework; much of this chicanery has been planted in our movement by those seeking to destroy us. The trade union movement cures the major portion of our social evils at the root—the

pay check. With a decent family income there is no need for a resort to vice by the children or parents, and proper home conditions are the result.

## **Remember Our Lessons**

There are more poor people in the world than wealthy; that is why at election time, all the candidates for office attempt to impress the masses that they are liberal and folksy and just ordinary fellows. But the tremendous sums of money spent to attain the office of President, Senator, Governor, etc., place candidates for office on the auction block for sale to the highest contributors to the campaign. The working man, of course, is not one of these big financial boys and, as a result, he has been disappointed time and time again when the successful politician was forced to recant on his promises for help to the worker and follow the conservative orders of the campaign contributor.

It seems to me that this is the main reason why our elected representatives are more conservative and less humanitarian than the people who elect them. Even in Theodore Roosevelt's time, while he claimed to be a great liberal, he treated sincere aggressive union spokesmen as wild-eyed radicals. We must always keep in mind the lessons learned from other experiences when we cast our votes on November 4.

## **Convention Resolutions**

### **SPECIAL NOTICE TO DELEGATES**

**Delegates having constitutional resolutions to offer to the 16th convention of the International Brotherhood of Teamsters should place them in the hands of the Constitution Committee immediately.**

**The convention will open in Los Angeles, Calif., October 13, 1952.**

**Resolutions should be sent to Dave Beck, chairman, Constitution Committee, International Brotherhood of Teamsters, 552 Denny Way, Seattle, Wash.**

## **'Our Greatest Enjoyment'**

When we don't seem to be getting the breaks, or when the cards appear to be stacked against us, the easiest course to follow would be to quit and throw in the sponge. So many times have I been in that spot that I wonder now why I never walk out on everything. In the course of my Teamsters' activities I have had to appear before meetings and boards which I knew could never treat me with justice and respect. Too many times have I been insulted and despised for pleading the cause of our people. I suppose it was my faith in God that kept me on the job, plugging every day against almost insuperable odds.

Life itself was never meant to be a bed of roses, and the life of a union business agent or organizer is certainly no feather-bed arrangement. Our greatest enjoyment is to look around us and see the results of our triumph over troubles in the level of decency under which our members now live.

## **Sound Criticism**

Dr. Nathan Feinsinger, professor of law at the University of Wisconsin, and former chairman of the National Trucking Commission, perhaps the leading authority on labor law in the Government today, criticizes the Taft-Hartley law quite soundly and knowingly when he states:

"The Taft-Hartley Act was a product of anger, confusion, and compromise, but also of considerable idealism.

"If our national policy is to be effectuated, through collective bargaining, we cannot simultaneously encourage a competing system of individual bargaining. If collective bargaining is to be free and voluntary, we cannot have governmental intervention, except to insure the conditions under which free bargaining can take place. (I use the term 'governmental intervention' advisedly. I have observed that the term used is 'government interference' when it helps the other fellow, and 'Government protecting the public interest' when it helps our side.) If we are to have realistic bargaining, each side must be free in the final analysis to say 'Yes' or 'No,' which means the right to strike and the right to lock-out if no agreement be reached. The exercise of the right to strike or to lock-out entails the risk of economic injury not only to the adversary but to neutrals. Such risks are inevitable in a democracy. Only a democracy can meet such risks, and take them in stride."

# The Stage is Set ... The Program Planned



THE stage is set and the program planned for one of the most successful conventions in the history of the International Brotherhood of Teamsters. The sixteenth convention will be held in Los Angeles, Calif., beginning October 13. The opening session will be televised, one of the first labor conventions to be so covered.

The keynote address to the 2,000 delegates by General President Daniel J. Tobin will be a highlight of the first day's events in a program which promises to be replete with important items of immediate Teamster interest from start to finish.

Headquarters of the convention will be at the new Hotel Statler in Los Angeles. The general business sessions of the convention will be held at the Boulevard Theatre at Washington and Vermont Streets in Los Angeles. Handling a convention with 2,000 delegates presents a difficult task and the theatre is being used to provide proper seating of the delegates for the addresses and special events on the program.

Joint Council 42, Los Angeles, has been working for months to

make plans for the 1952 convention. The council has had a two-fold job: to make the necessary arrangements for the business sessions of the convention and also to provide for the entertainment of wives and guests of convention delegates.

A Spanish theme, reminiscent of early California, will be noted at the convention. Various aides will be in Spanish-type costume to add to the colorful theme note.

When the convention comes to order on October 13, Einar Mohn, president of Joint Council 42, will be in the Chair. He will welcome the delegates on behalf of the joint council. Further trade union greetings will be extended by W. J. Bassett, president of the Central Labor Union, and by C. J. Haggerty, secretary of the California State Federation of Labor.

The official convention call will be read by General Secretary-Treasurer John F. English. He will also handle official announcements from the platform.

Shortly after the convention meets at 10:30, the invocation will be delivered by the Most Reverend

Archbishop J. Francis A. McIntyre. The national anthem will be sung by Eleanor Stansbury, Universal-International motion picture star.

A memorial to departed leaders who have died since the last convention will be commemorated on the program in the first day's session.

A "Charge to Americans" will be read by Edward Arnold, former president of the Screen Actors' Guild (AFL) and internationally-famous radio and film star.

Addresses of greetings and welcome on behalf of the city and state will be given. Mayor Fletcher Bowron will welcome delegates to the city and Governor Earl Warren will speak in behalf of California.

Major event on the first day's business agenda will be the keynote address of General President Tobin. Following his address, committees will be appointed and officers of the convention named. The morning will convene at 10:30 o'clock and the afternoon at 2:30 o'clock.

No time will be wasted on unnecessary preliminaries or events which would distract from expeditious handling of the convention.



Earl Warren



Fletcher Bowron



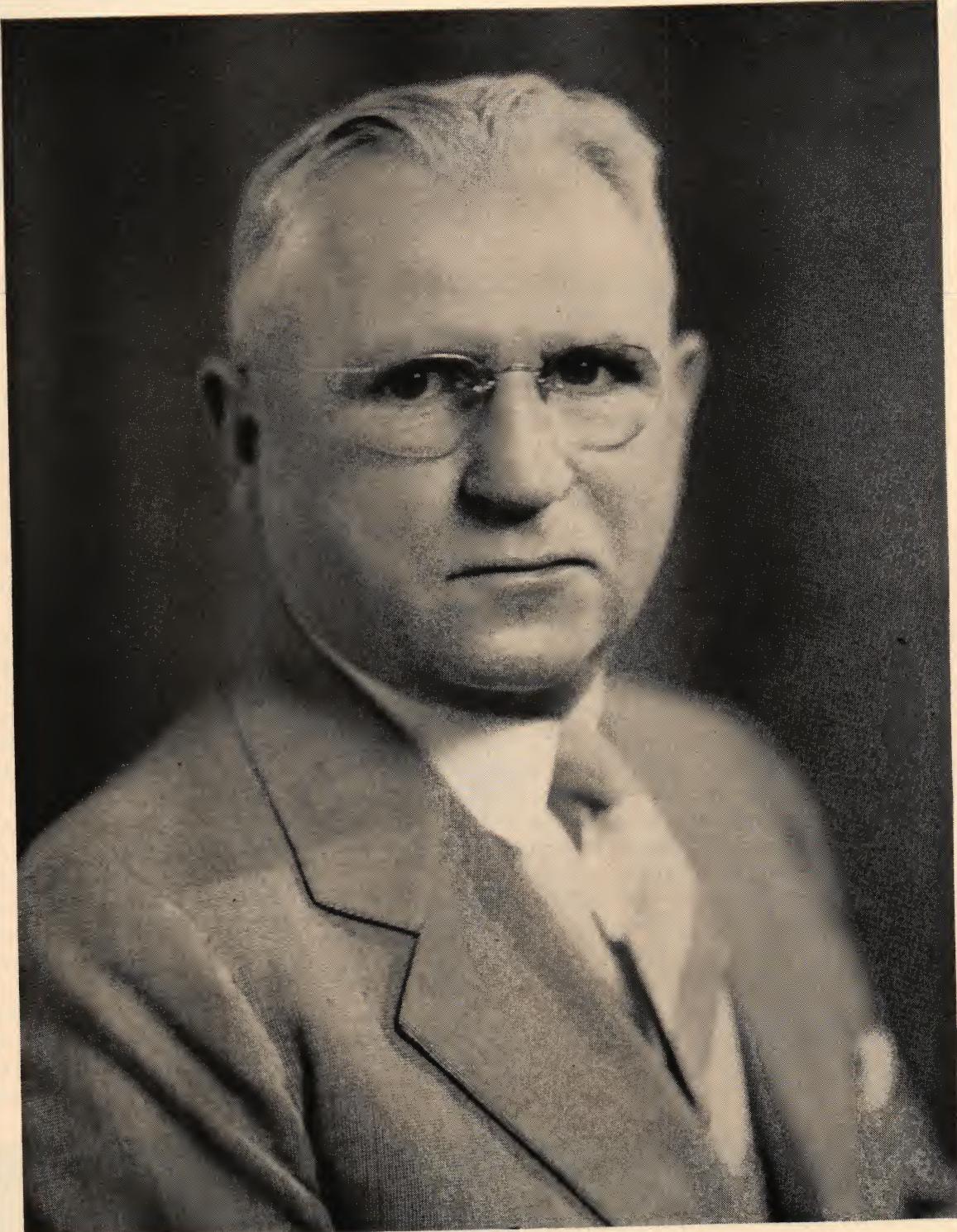
C. J. Haggerty



Einar Mohn



Edward Arnold



DANIEL J. TOBIN  
General President  
International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers of America

# *A Crusading Teamster from the Streets of Boston, Mass., Who Led a Union*

## *From 30,000 Members to 1,100,000*

DANIEL J. TOBIN took office as President of the International Brotherhood of Teamsters, October 1, 1907. Thus for 45 years he has served as head of the organization. These have been years of progress and change and the changes which have come to America have brought changes in the Teamsters—changes of procedures and method, but a basic adherence to the fundamental principles of mutual welfare of all those joined in the fraternal bonds of trade unionism.

### **Vast Growth**

When Mr. Tobin took office in 1907 the Teamsters had less than 30,000 members and the American Federation of Labor with which it was affiliated only 1,500,000. Today the Teamsters number more than 1,100,000 and the Federation more than 8,000,000 members.

The country has grown in size and importance industrially, economically and politically. In 1907, we were just beginning to get into our stride in industrial development and the United States was still regarded by some of the leading nations of the Old World as a presumptuous upstart.

Today the United States is the undisputed industrial leader of the entire world and the economic hope of the free world. Not only have we exported our goods and services,

but we are supplying technical skills, experts as well as billions in developmental and reconstruction funds.

In 1907, the automobile was in its infancy and was not a real factor in transportation. The Wright Brothers had not taken their bicycle shop airplane aloft from the lonely sands of Kitty Hawk, N. C. Today motor transportation is one of America's greatest industries and the trucking industry employs several times more people than the railroad industry.

### **Pioneers Progressed**

These changes which have come through evolution and progress have taken place in the 45 years Dan Tobin has been General President. When he took office, labor unions were struggling bands of pioneers who braved insults, ostracism and job loss for their unions. Today despite Taft-Hartley and other objectionable laws, the union man is respected and the right to collective bargaining is a basic principle which all segments of the business community now admit.

But as President Tobin looks over the convention in Los Angeles this month, he will probably recall the early struggles of the union and the efforts of some of the old-timers who worked with him in the early days to build the Teamsters into a strong organization for the teaming craft.

Mr. Tobin may think back to his early struggles as an immigrant lad just over from County Clare, Ireland. He and his brother had come over to seek their careers in the New World. He was born 30 miles from the mouth of Ireland's famed River Shannon. He came to Boston and Boston has been "home" ever since. He worked at odd jobs as a youngster and a little later in a Cambridge sheet metal plant. In the panic of 1893 he lost his job and thus came face to face with the workings of the economic business cycle.

### **Self-Educated**

An eagerness to learn led the young immigrant to spend many hours in the Cambridge library and withdraw books for reading at home. This period of self-education was to prove valuable in later years of trade union leadership.

After working around horses and stables, the young man was attracted to transportation and got a job as driver—both horse cars and some electric cars were used. The work week was seven days and the work day 10 hours. Unionism was making a small impact in Boston and the city did not take it favorably, but in 1896 young Tobin joined a union of drivers and conductors.

For a time Dan Tobin was his own "driver-salesman"—he bought

a horse and wagon and sold coffee, tea, cocoa, butter, eggs, cheese and also did some coal hauling. He was energetic and worked at his business. He later bought a team and got a contract for water sprinkling and after this job turned to driving a wagon for a meat market. These jobs through the early years brought him into acquaintanceship with many of the working men and their families, not only in the teaming business but in other crafts also.

## 66-Hour Week

Local 25 of the Teamsters was organized in Boston and he was soon a member and became a steward. One of his early accomplishments was in helping to win a reduction in weekly hours from 70 to 66 and three holidays. In 1904 he became business agent of the union at the princely sum of \$21 a week, \$3 of which was earmarked for expenses and the balance of \$18 was "take home" pay.

Collecting dues was not as easy or simply as it is today. Many employers did not like to see a business agent or walking delegate around and so the union representative had to consult with his mem-

bers on the street or at the docks or wharves. And this conferring on the streets in Boston's winters could be unpleasant.

An early associate who was to become a close friend and co-worker became an aide to Tobin—John M. Gillespie. The Teamsters were far from unified in the United States. Mr. Tobin had been going to conventions and was active in the movement—ability which was recognized by his election in August, 1907, as General President.

## Brought Unity

One of his first jobs was to bring unity and cooperation into the Teamster movement—a job which was filled with headaches and heartaches and a story too long to relate here. But he achieved success in this endeavor. In 1911, the Teamster chieftain was named as a fraternal delegate to the British Trade Union Congress. This selection represented the first major recognition which the American Federation of Labor had bestowed on the young organization of Teamsters. An interest in international affairs led to his selection at other times as fraternal delegate and was to result

in his being named for other overseas missions both for the union movement and for the President of the United States.

## Entered Politics

President Tobin with a natural liking for people felt that good citizens should take an interest in public affairs and this led him to put his belief into practice by taking part in Democratic politics. He campaigned for Woodrow Wilson in 1912 and 1916. He was a great admirer of Mr. Wilson's intellect and eloquence. President Tobin campaigned for Governor James M. Cox in 1920 and he became acquainted with the vice-presidential candidate, a young New Yorker named Franklin D. Roosevelt.

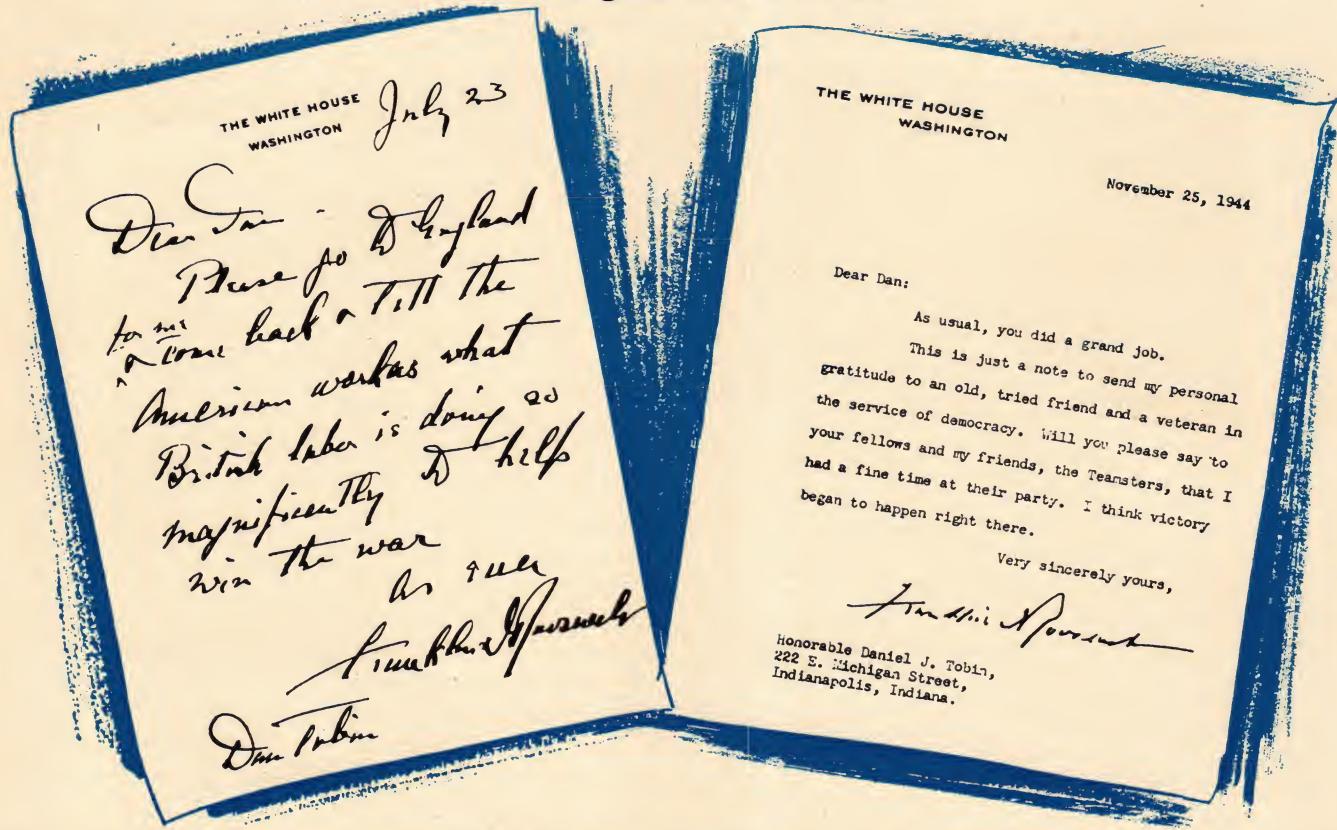
Later Mr. Tobin was to be called upon to lead the labor division of the Democratic National Committee for Mr. Roosevelt, a task which he handled in 1932, 1936, 1940 and 1944. He is proud of his work for the late President and Franklin Roosevelt many times personally and in writing expressed his appreciation to Mr. Tobin for his advice and assistance. Mr. Roosevelt addressed the Teamster convention in

## President Tobin Inspects a Metal Mine in '13



General President Tobin donned oilskins to enter metal mine in Butte, Mont., in 1913. The Teamster leader, on his way to Seattle for a convention of the American Federation of Labor, issued a charter to Local Union 3 and took time out to get a first-hand picture of the metaliferous miners' conditions. The miners, locked in a struggle of strife and bitterness, were in disrepute at the time because of the slaying of a Western governor. From a beginning marked by hardship and suffering, the miners have through the years built an admirable record of staunch and respected unionism. Mr. Tobin is fifth from right.

## Messages from FDR



For more than 12 eventful years, President Tobin was close to the late Franklin D. Roosevelt. He was at FDR's side during the big political battles and at times when the President needed advice on labor matters. The note at left, scrawled in FDR's bold handwriting, asked President Tobin to go to England early in World War II and come back and tell American workers of the sacrifices and accomplishments of their English cousins. The typewritten note acknowledges the help of President Tobin in one of the four national campaigns in which he headed the labor committee in support of FDR.

1940 at Constitution Hall. In 1944 F.D.R. kicked off his campaign in an address to a special meeting of the Teamsters in the Statler Hotel in Washington. The fighting efforts made by the late President Roosevelt for the working man led Mr. Tobin to spread the gospel of Roosevelt far and wide. Mr. Tobin was selected by the Democratic National Committee to answer John L. Lewis in 1940 when the Miners' head had declared in favor of Wendell L. Willkie.

Mr. Tobin also served at numerous national conventions as a delegate from Indiana. He always had a forum in which to express his ideas and views and was not content to be a passive delegate—he was active in the conventions and served with working committees.

Mr. Tobin was virtually "drafted" by President Roosevelt to serve him as administrative assistant for a

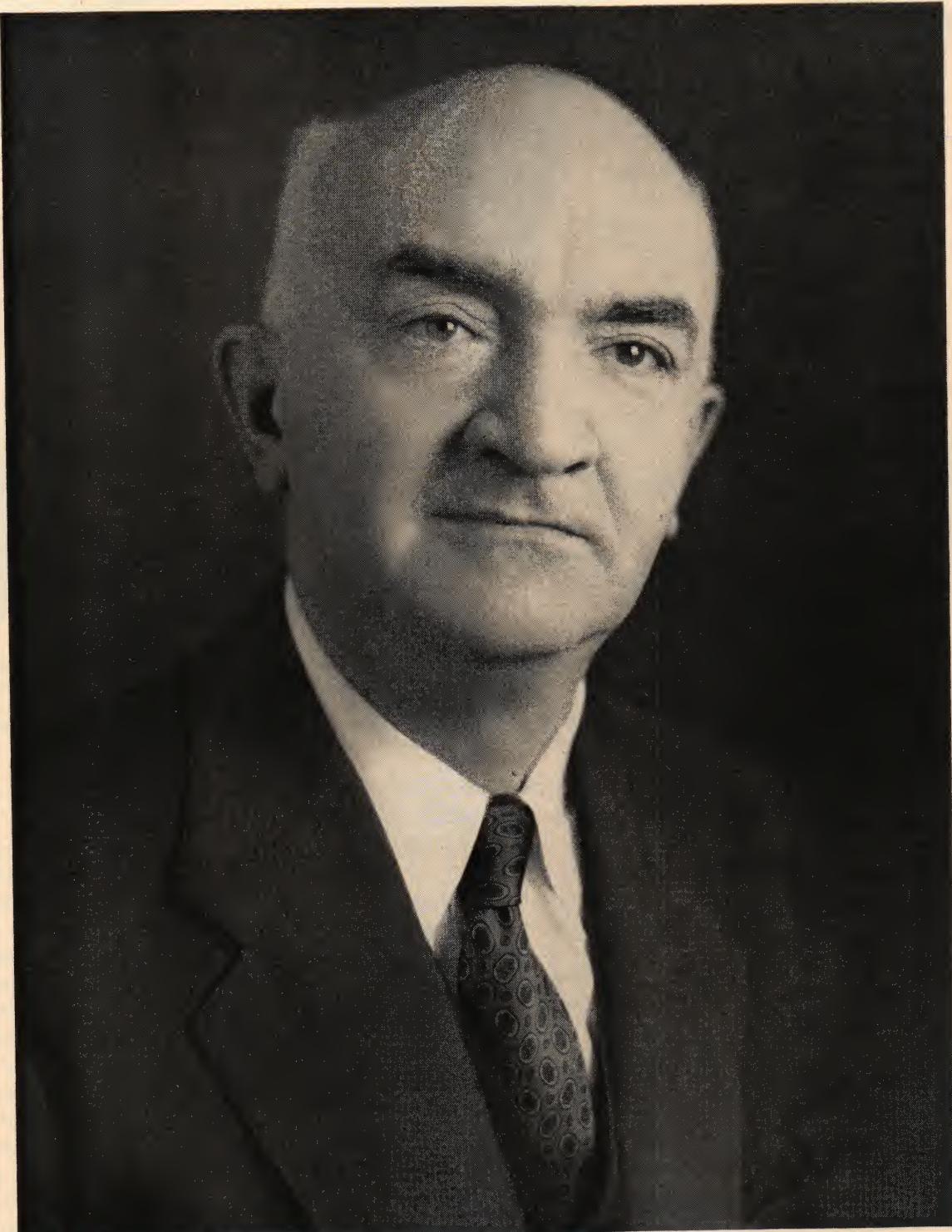
time in Washington. During the war President Roosevelt sent Mr. Tobin on a special wartime mission to Britain.

As the years rolled along after Dan Tobin became General President, progress brought the motor truck more and more into use. The area of teaming operations was enlarged and it was soon found necessary to form joint councils whereby various types of drivers in the movement could work in close cooperation. As the automobile expanded its operations and the nation improved its roads the area of work became yet larger, thereby making much larger the organizational scope. Thus we find the development of area councils and this development was to lead to the establishment in the future years of national conferences. These national conferences have become a reality with more than a dozen organized

since the last convention in San Francisco in 1947.

With the passage of years, the Teamsters' Union has grown in stature and influence until today it is the largest of any of the American Federation of Labor affiliates. Not only is the union large numerically, but it has developed great leadership stature in the organized labor movement. President Tobin has been pleased to see recognition come to many Teamsters from Government agencies which have appointed them to important places, particularly in times of crisis when good men were most seriously needed.

Mr. Tobin served as treasurer of the American Federation of Labor from 1917 to 1928 and has been a strong member of the Executive Council. He takes an active part in policy discussions and policy-making activities of the council.



JOHN F. ENGLISH  
General Secretary-Treasurer  
International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers of America

# *An Expert in Operational Procedure, Coordinator of Vast Records System Into Smooth-Running Accounting Process*

**T**HIS MONTH marks the 48th anniversary of John English's membership in the Teamsters' Union. The general secretary-treasurer joined Local No. 191, Boston, Mass., October, 1904. He has spent his life in the Teamster movement and is today not only one of its two top officials but is recognized as one of the "grand old men" of the organization.

## **Named in 1946**

Mr. English came to his present office by appointment in 1946, as General Secretary-Treasurer succeeding the late John M. Gillespie and a year later at the San Francisco convention he was elected to the office.

At the International Headquarters in Indianapolis Mr. English reviewed his career and remarked that conditions today were remarkably changed from what they were when he joined the movement 48 years ago. What he did not say is that much of the improvement in the Teamster lot is due to the hard work of John English and others who have worked with him through the years to help raise wages, improve working conditions and shorten hours. Members of the organization recognize the great contributions Mr. English has made to the union through the years—contributions toward progress which began

shortly after he had joined up in 1904.

In 1907, Mr. English transferred from Local 191 to Local No. 68 in Boston, the Coal Drivers' Union, and three years later in December, 1910, he was elected business agent. He started on the job as business agent January 9, 1911 and held that post, doing an outstanding job for the local for 25 years.

During these 25 years he saw the Teamsters grow markedly both in the New England area and throughout the country. He saw the union evolve from an organization largely composed of horse-drawn vehicle drivers—teamsters in the old and accepted sense—to an era in which motor transportation had come of age.

## **Promoted Councils**

During these 25 years Mr. English was prominently identified with the general progress of Teamsters in the New England section and he was active in promoting the growth and development of Teamster joint councils. He acted as recording secretary, vice president and president of the joint council and in all offices exhibited qualities of leadership which were to be recognized later in election to one of the two highest offices within the International Brotherhood of Teamsters.

In 1927, John English was elect-

ed fifth vice president of the International Union and has been active on the International level ever since. Eleven years later, in 1936, Mr. English was appointed organizer and auditor. This post proved to be useful to the organization in terms of service to local unions and of great value to Mr. English in providing experience which would serve him well as general secretary-treasurer.

## **Wide Experience**

While he was auditor and general organizer Mr. English traveled throughout the United States and became one of the best known figures in the entire Teamster movement. Having served as a local union business agent and in various posts in a Teamster joint council, he was equipped to view the activities of local unions with perception and sympathy.

In 1946, death took John M. Gillespie and the general executive board appointed Mr. English to take over the post of general secretary-treasurer. And one year later he was elected by the convention to the office.

When the International Brotherhood of Teamsters met in San Francisco, Calif., August 11, 1947, for the 15th convention, Mr. English had been in office only 16 months and the report he gave to the con-

vention on the financial and statistical status of the union represented the progress since the previous convention which had been held in 1940. The intervention of World War II had interrupted regular convention schedules of the Teamsters as it had other organizations. Thus, the report of Mr. English covered the tenure of his predecessor Mr. Gillespie and of the latter's predecessor, Thomas L. Hughes.

Progress for the seven-year period was marked. In 1940, the membership averaged 444,187 and by 1947, the organization had grown to more than 875,000. During the same period 282 charters were issued to local unions and to 16 joint councils.

### Developed System

The recommendations which Mr. English made in 1947, were both constructive and prophetic. He recommended that a committee of five general organizers and auditors be convened to help develop a modernized bookkeeping system. This modern system is now a reality and the hopes which Mr. English had for improving and expediting the work of the general secretary-treasurer's office have been amply borne out by the results achieved. Photographs of the office activity and the procedures followed in filling orders are included elsewhere in this month's issue of *THE INTERNATIONAL TEAMSTER*.

An important part of the general secretary-treasurer's office is the work performed by the five auditors who are in almost constant travel status in the interest of the International. The five auditors active are:

Raymond McCall (East and New England area); Frank D. Brown (Chicago and Mid-West area); Charles Farrell (Chicago and Intermountain and Western area); James L. Braddock (South), and Fred Verschueren (Pacific Northwest).

The auditors are brought into the International Office one a year for a conference on ways and means of

improving auditing of aiding the local unions and joint councils in their statistical and financial work. The value of these auditors' conferences is substantially increased by the fact that Secretary English served for many years as auditor and general organizer.

Few international unions affiliated with the American Federation of Labor retain as active, accurate and close a check on the affairs of their organizations as does the office of Secretary English. He keeps his figures up to date and in his office are posted four large charts. On these charts are found the figures,



**Secretary-Treasurer John F. English, now in his forty-eighth year of service to the Teamster movement, is shown as a youthful labor organizer.**

union by union and council by council, indicating the statistical and financial status of the organization. He can tell at a glance, literally, how the union as a whole or any single local union stands by consulting these charts. They are changed periodically in order to be kept current for the general secretary-treasurer.

In reviewing progress of the organization since the San Francisco convention in 1947, Secretary English pointed to the charts and observed that growth had been substantial.

"Just as we added members by the hundreds of thousand between the 14th and 15th conventions, we have made great strides since 1947. We have grown from about 880,000 in 1947, to more than 1,100,000 in this five year period."

Mr. English said that at the present time there are 896 local unions affiliated with the International Brotherhood of Teamsters and the average membership of the local unions is 1,225. This is "average" and represents a composite figure taking the large and the small locals and adding them all up and striking the median figure.

The general secretary-treasurer in reviewing his long career in the organization recalled conditions in the early days as "deplorable" for the team driver—days in which wages were \$2 a day and no overtime or premium pay for Sundays or holidays and the initiation fee was only a dollar.

### Witnessed Growth

The growth of organizing methods of the Teamster has been a matter of keen interest and concern of Mr. English. He was active from the time the local unions joined together and formed joint councils back in 1911-12, 40 years ago, and saw in this expansion a pattern for future growth and development.

Just as the joint council represented a major step in the community area, so have state, regional and national conferences represented major steps in the natural growth of the Teamster movement. Mr. English, although he got his start driving a team in Boston, is no horse-and-buggy thinker. He recognizes the necessity for the Teamsters to utilize modern devices in the office and out—whether it's keeping books or carrying the message to the unorganized, Mr. English feels that the Teamsters should utilize every possibility of modern methods of organization, transportation and communication. He is a strong booster for the conference

type of organization and has attended several of the national trade division organizing conferences which have been held in the last four years.

One of the outstanding characteristics of Secretary English, as all who have worked with him know, is his strong humane attitude toward labor-management problems. He feels that the strike as a weapon for gaining labor's ends should be a last resort. This does not mean that he has not been through and handled many a tough strike in his time—he has and those who have witnessed his conduct know that he is a resourceful and courageous fighter. But as for the settlement of labor disputes he is a strong advocate of the peaceful processes—arbitration, mediation and conciliation. He feels that working men are well represented by mature leaders and officials of sound and far-sight-

ed judgment. Likewise he feels that management, for the most part, should be expected to exercise a similar maturity in the handling of labor differences. Mr. English is a strong exponent of the discussion method of settlement—"put it on the table," as he puts it and then you can see where the differences are.

This attitude is influenced in a large part by the humanitarian quality which has always characterized the English leadership, from the coal driving days back in Boston to the highly responsible post of general secretary-treasurer. And those both in and out of the Teamster movement know that they can always rely on that humanitarian fairness to help promote further progress and ever-improving conditions for the rank and file of working men whom he has the honor to represent in the high councils of his International union.

Secretaries were asked to have their attorneys who expect to attend the Los Angeles meeting to request hotel reservations from the local arrangements committee by writing Raymond F. Leheney, 846 South Union Avenue, Los Angeles, Calif. Attorneys attending were also asked to notify Clarence Beck, Felt Building, Salt Lake City, Utah, that they expect to be present.

Since the 1947 convention the operation of the Taft-Hartley law has been one of the most significant developments in the entire union labor picture. When the convention met in San Francisco the Taft-Hartley law had not come into formal effect. Since that convention the nation has seen more than five full years of operation of the act. No law within recent memory has been the cause of so much litigation and turmoil among trade unions as has the Taft-Hartley act.

## State Legislation

Application of the law by various courts will be discussed together with ways and means which have been recommended for revision and repeal of the act. On the lawyers' program also will be discussions of the "little Taft-Hartleys," laws which have been passed by the various state legislatures which are oppressive to labor.

The timeliness of the legal and legislative discussions three weeks before the 1952 election would seem apparent to anyone planning to attend. The Taft-Hartley law since its enactment has been an issue in congressional and senatorial elections in all parts of the country. The law, according to current political developments, is more of an issue than it was in 1950, the last congressional election year.

Just before this issue of THE INTERNATIONAL TEAMSTER was ready for publication the response to the invitation to attend the lawyers' conference indicated that it would, as it was in 1947, be a highlight of the convention period.

## Lawyers' Symposium to Be Held At International Convention

FIVE years of Taft-Hartley and the status of legislation and legal problems confronting Teamsters will be topics of special meetings of union lawyers at the 16th convention of the International Brotherhood of Teamsters in Los Angeles this month.

Local union secretaries have been invited to have their legal advisers meet Tuesday, October 14, at 10 o'clock in the Statler Hotel in Los Angeles. The invitation which was extended to local secretaries by Executive Vice President Dave Beck also said that a special evening session would be held Wednesday, October 15.

### Meeting Lauded

The meeting of attorneys represents a "repeat performance" of an event of the 1947 convention at San Francisco. The meeting of lawyers in 1947 at San Francisco was char-

acterized by Mr. Beck as "one of the outstanding features of the convention." That meeting also drew high praise from General President Daniel J. Tobin in 1947. In his invitation to the secretaries Mr. Beck quoted from the general president's comments who said that the meeting "was one of the finest ever held by a labor union."

At the recent Western Conference of Teamsters in Seattle, Wash., the legal division of the conference at a lawyers' symposium recommended that a session of lawyers on the national level be held in connection with the forthcoming convention in Los Angeles. Conferences on this recommendation were held with J. Albert Woll, counsel for the International Union, and with the Teamster General Executive Board and all those consulted agreed that a lawyers' session would be desirable and useful.



DAVE BECK  
Executive Vice President  
International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers of America

# *A Fighter with a Sense of Humor, A Flair for Organization And a Passion for Progress*

EVERY winning baseball combination and every successful football team you will find has one particular player who supplies the lift and go in the drive to success. In the International Brotherhood of Teamsters that sparkplug of aggressiveness has been Dave Beck, Executive Vice President and master extraordinaire of the conference system of organization.

Dave is another Alger throwback in the long line of American "up-from-the-rankers." He was born in Stockton, Calif., some fifty-five years ago and much to the chagrin of the native sons of that sunny state has ever since proudly remarked that he came from Seattle, Wash.

### **Drove Truck**

His long line of service and drive in the Teamsters rise to the largest union in the American Federation of Labor started in Seattle when Dave returned home from the First World War where he served as an aerial gunner based in Northern England. His job was jockey to a laundry truck and Dave's humorous description of the early day Ford laboring up and down the steep slopes of Seattle's streets has filled many a dull interval with explosive laughs.

On the route, however, Dave's fertile imagination and active brain began analyzing the labor situation

and it was not long until he was elected president of the Laundry and Dry Cleaning Local, a post he still occupies.

In a few years, new angles, new approaches to old problems, new decisions, started to rain down from the northwest, and soon the most talked-about labor leader in that part of the country was Dave Beck.

### **Named Organizer**

The Teamsters' Convention was scheduled to be held in Seattle in the year 1925 and Dave was appointed to head up the convention committee as general chairman. The scintillating job he did there caught the eye of General President Dan Tobin and the following year Dave was appointed to the post of general organizer with headquarters in the Pacific Northwest.

It was only a short time later that the Executive Vice President was placed in charge of all organization in the 11 Western States area with the result that from a standing start of a relatively few thousand members, the International membership role of the 11 Western States now has reached more than a quarter of a million persons or roughly one-third of the International Union.

It was Dave who first conceived the idea of a Western Conference of Teamsters in the hope of enlisting all of the support of the strong

unions in the area behind the weak unions to add cumulative strength to the overall picture.

This was the first time teamsters in each section of the Western country came to know teamsters in other sections of the country on an intimate basis. Yearly conferences then were called with the approval of General President Tobin, whose contributory messages usually helped outline the theme idea of the conference as the deliberations started.

Over a long pull of skepticism and wonderment the Western Conference of Teamsters began to prove itself a potent factor in organizing the unorganized in the Teamsters' jurisdiction of the West.

### **New Method**

As this conference method of organizing proved highly successful, the 11 Western States became the proving ground for the now firmly established National Trade Divisions which cover all crafts within the Teamsters' jurisdiction and spread into every state.

As the Teamsters in the West began to grow the originator of this revolutionary method of organizing grew in stature. Not only did other officials of labor unions begin to seek his advice and counsel, but civic groups, which had heretofore shunned the people of labor, began

to request Dave to appear as guest speaker at their meetings.

In Dave Beck the people outside of labor circles, as well as those within, saw a great leader of men and a man with uncompromising principle. Such groups as the Elks, American Legion, Rotary, and Kiwanis began to look up at this labor leader who did not engage in soapbox oratory, but who looked the labor-management problem square in the eye and set forth his own theories about the free enterprise system. Labor must share in the fruits of its endeavors, Beck held, but in order to secure a just share for the worker the employer must make a just profit.

### Members Prospered

This labor philosophy of Beck's proved correct and as management prospered so did the members of Teamster Local Unions in the Western Conference. Profits were up; wages were up; industrial peace was a reality and the public could no longer look down on labor as a necessary evil of its day, but as an integral segment of economic society.

Adding to the prestige of the

Teamsters in the West, Dave Beck was appointed Regent at the University of Washington by the governor of that great state. In a short time Dave was elected president of the Board of Regents and proceeded to force the ouster of persons teaching at the University whose loyalty to our country was questionable.

### Fought Red Menace

This was a sore subject with Beck, for he has always been a relentless fighter against Communism and its off-shoots. He has fought this menace wherever it has reared its ugly head, and, as a result, he was given a Distinguished Service Award by the American Legion.

Beck's knowledge of the Communist problem is first-hand. In 1949, the American Federation of Labor chose him to represent it as a Fraternal Delegate to the British Trades Union Congress in England. While abroad, he visited many countries, including Italy, where he was granted long audience with the Pope in Rome; he talked to labor leaders and the workers themselves, and acquired authentic information about the Communist conspiracy and its aims to infiltrate into the

labor movement of the free world.

The Teamsters' boast that there are no known Communists in their ranks is not an empty one. As long as Beck's philosophy prevails, there will be no Communist problem within the greatest and largest International Union in the country.

Before Beck's term of office as a Regent of the University of Washington was complete, the most intense building program was well under way at Seattle; a unique upper deck was added to the stadium increasing its capacity by several thousands; the new medical school formula was spelled out; additional ground was purchased; and the campus beautified into one of the most picturesque of university surroundings.

### School Progressed

Coupled to this was the creation of new buildings including an administration building, and provisions for library and research edifices.

Beck characteristically resigned over a question of raising student fees—completing as fine a job of public relations for his International and the labor movement as a whole as has ever been done by a labor man carrying his talent for organization and administration into a field foreign to his vocation and inclination.

Where his value becomes immediately apparent is in his ready adaptability to all situations and circumstances as clearly shown in his outstanding service on the Washington State Boards of Paroles and Terms.

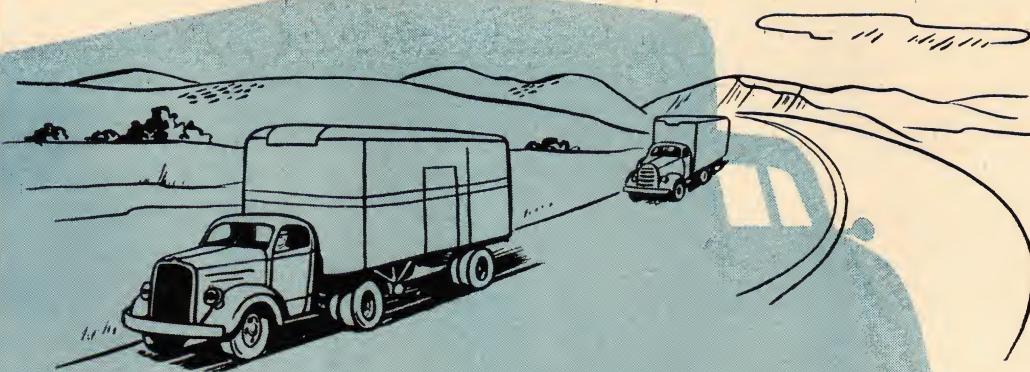
All of these broad experiences Beck brings to bear on his Teamster work. The same drive, the eagerness for complete organization of every industry involved; the same ability to get a job done—yet somehow allow the people doing it all the latitude and autonomy to retain their way of going—are trademarks of his success.

Dave eats, sleeps and lives the Teamsters and their destiny. The

(Continued on page 45)



Executive Vice President Beck, who has spearheaded the organization of trade divisions and the national truck checks, inspects the dues books of two drivers during the first over-the-road checking campaign.



## The Interstate Commerce Commission During the Past Five Years

By FRANK TOBIN

DURING the past five years, the Teamsters' Union has pursued diligently a course of action designed primarily to promote the welfare of the truck driver in the field of government regulation. The Interstate Commerce Commission has been designated by the Congress to regulate the entrance of new concerns into the trucking industry, to supervise and approve the freight rates of motor carriers, and to enforce sound safety regulations, including establishment of the qualifications of drivers. It seems superfluous to say that the Teamsters' Union favors regulation of the motor transportation industry. Regulation of this important public service is essential. But the unfortunate truth is that after seventeen years of the Motor Carrier Act we do not have any effective Commission supervision of the industry which would properly be termed "regulation." Because many of our people make their livelihood in motor transportation, our Union has a vital and necessary interest in all its problems.

### LEASING AND INTERCHANGE OF VEHICLES BY MOTOR CARRIERS

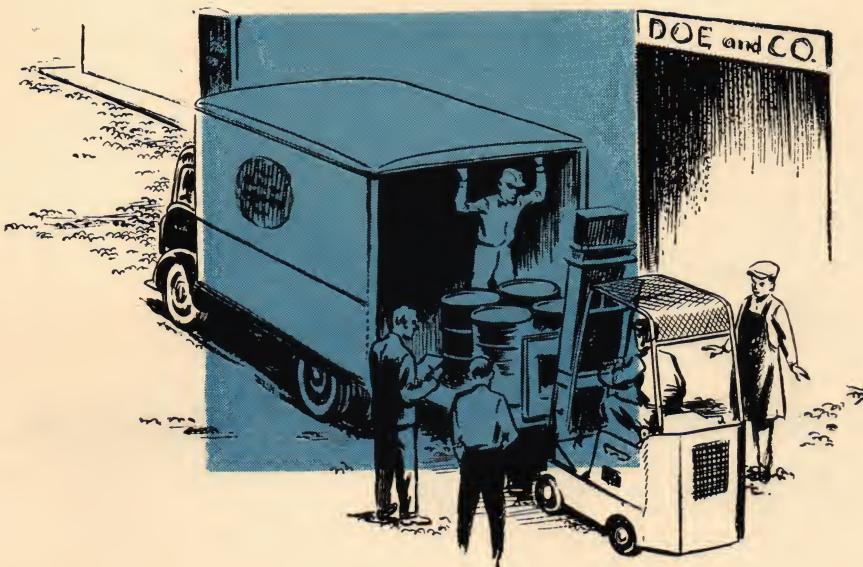
On January 9, 1948, the Interstate Commerce Commission, Division 5, ordered on its own motion a wide and comprehensive investigation into the leasing and interchange practices of all motor freight carriers under the Commission's jurisdiction. The investigation was ordered to embrace both the lawfulness and desirability of existing practices, and contemplated the adoption of corrective rules and regulations to whatever extent the investigation might show was re-

quired. To give scope and direction to the investigation, the Commission's order specifically posed as issues whether (1) the renting of vehicles by motor carriers, with or without drivers, should be limited to long-term leases, or (2) the use of leased vehicles should be limited to a percentage of those owned, or (3) a set of tentative rules attached to the order should be adopted in their then, or some modified, form.

This proceeding is beyond doubt the most important matter ever to

come before the Commission with respect to the regulation of motor freight carriers. A resolution of the issues now presented may importantly determine whether regulation of the entire motor freight field will succeed or fail. It may have even wider repercussions since competitive forms of transportation are being seriously disadvantaged and dragged down by the low state of the motor freight industry. In order to appreciate the true significance of the issues now before the Commission, it is necessary to glance briefly at the history of federal regulation of the motor freight industry.

The Motor Carrier Act of 1935 was a direct outgrowth of a report



(Regulation of Transportation Agencies) rendered to Congress by the Federal Coordinator of Transportation in March, 1934. The Coordinator's report surveyed conditions in the intercity motor transport field, and attached a bill which, with modifications, was enacted into law as the Motor Carrier Act of 1935. The Commission as a whole transmitted the report to Congress under a letter of transmittal, dated March 10, 1934, which warmly and unanimously commended the Coordinator's report and termed enactment of the bill in question "imperatively necessary under present conditions." The Coordinator's Report made plain that regulation of the motor freight industry was not alone necessary for the sake of that industry, but also because failure to regulate the industry might "require practical abandonment of railroad regulation."

That this regulation is well on the way to failure is due almost exclusively to the "leasing practices" of carriers which the Commission has tolerated for too long and which it is now "imperatively necessary under present conditions" to bring under control. The freedom and abandon with which carriers are permitted to engage in "leasing" are frustrating the Commission's regulatory function and flouting the Congressional intention,

embodied in the Motor Carrier Act of 1935, that a semblance of order be introduced into motor freight haulage and that the chaotic and disorganized conditions described in the Coordinator's report be eliminated.

The problems posed by these so-called "leasing practices" of motor carriers have thus plagued the Commission almost since the inception of regulation. Their severity has intensified and snowballed in the last few years. The fact that the general evil of leasing is one which increases is of cardinal importance. The invested carrier, confronted by the competition of those who lease, is forced to adopt the same expedient. As one carrier witness phrased it, "One gypsying operation makes two and from now on the lid is off. . . ." It is a common complaint by carriers that they do not like to employ gypsies but are forced to it. Here, again, it is to be borne in mind that the drag of gypsying operations is not confined to the motor carrier field but spreads and harmfully affects competitive forms of transportation. It is thus plain that effective action is required in order to arrest the deterioration of transportation conditions and to inject meaning into regulation in this entire field.

The Union proposed that the Commission adopt rules the effect

of which will be to prohibit all augmenting of equipment by authorized carriers unless the lessor is also a carrier duly authorized by the Commission, and the leased equipment is driven by an employe of the lessee-carrier.

On May 8, 1951, the Interstate Commerce Commission prescribed the following rules to govern the leasing of vehicles by Motor Carriers:

1. All leases, except between authorized carriers or in an emergency, must apply for not less than 30 days.
2. Exclusive possession of a leased vehicle for the period of the lease, must be vested in the lessee, preclusive of subsequent sub-leasing.
3. Compensation for the rental of a vehicle obtained under lease based on a division or percentage of the revenue earned thereby, is prohibited.

As a result of the Commission's orders, appeals were taken to six different Federal courts and the effective date of the order was postponed indefinitely in order to allow time for the courts to adjudicate the questions raised because of the Commission's order. The Teamsters Union has taken an extremely active part in all the court cases brought about by the various carriers.

In the Federal District Court at Birmingham, Ala., the Teamsters and the Commission fought side by side to prevent the upsetting of the



Commission's orders. In this case the Teamsters' position was upheld. The same situation occurred in the Federal court in Indianapolis. Both these decisions were appealed to the United States Supreme Court and the Teamsters Union is at

present preparing its position to be taken before the United States Supreme Court with reference to the leasing order of the Interstate Commerce Commission. We expect the Supreme Court to hand down its decision some time in the winter.

## FINANCIAL REPORTS OF CARRIERS

The financial condition of an employer is important to know when the union enters into wage negotiations. Many times a plea of poverty cannot be checked by the union, and attempts to disprove his inability to grant a wage increase have been quite futile. The Interstate Commerce Commission reports, if properly filed, can allow the union to judge whether or not the carrier is financially able to meet the requests of his employes for reasonable increases in wages and adjustments of working conditions. In furtherance of this objective, the Teamsters have been petitioning the Interstate Commerce Commission to obtain information from the Carriers to promote the peaceful settlements of labor controversies.

Our Union petitioned the Interstate Commerce Commission on 3 separate counts to correct its financial and accounting reports which are required from authorized freight carriers. In all of these cases the Interstate Commerce Commission has decided that the Teamsters Union is correct in its position.

1. The Interstate Commerce Commission granted the request of the Teamsters, over the strenuous objections of the American Trucking Associations and the National Association of Motor Bus Operators, to require furnishing data on the number of paid hours and days worked by their employees in the annual reports of Carriers.

2. Against the combined opposition of the employers, the Interstate Commerce Commission again paid heed to the Teamsters Union in the

matter of reporting salaries in the annual reports of the carriers to the Commission. It is now mandatory for the Carriers to list "each officer, director, partner owner, supervisory employee, or pensioner who received \$10,000 or more during the calendar year in the form of salary, bonuses, expense allowances or other remuneration."

The \$10,000 figure was substituted for the previous \$20,000 figure.

3. Our third petition recently approved in modified form by the Interstate Commerce Commission deals with furnishing a sound and proper annual report for Class II Carriers. Class II carriers are those that do an annual business of \$200,000 or less. The Union had gone to the expense and trouble of proposing and compiling a new report form of 10 pages. To our knowledge, no other labor union has ever gone into such details in offering to guide a government agency in the performance of its duties. We

quote from our position as follows:

"It seems equally apparent that the Annual Report form now prescribed for Class II motor carriers of property is wholly inadequate. The form as it now exists, is a mere folded sheet requiring responses to a few simple questions. (Motor Carrier Annual Report, Form B (Property) Budget Bureau No. 60R.266.1). As a glaring example of its inadequacy, it does not require either a profit and loss statement or a balance sheet, but asks that they be attached if the carrier has them available. For comparative purposes, the Commission is asked to examine the reports required of Class II motor carriers by the various states. Many or most of these states, even among the relatively small states, require a great deal more information of such carriers than the Commission is now being asked to obtain."

"Although the information required by the Commission of Class II carriers was always too meagre, it is now particularly so in view of the altered definition of Class II carriers and their consequently enhanced importance. Carriers which gross up to \$200,000 annually are not necessarily small of themselves. Considered as a group, their importance is tremendous and it is obviously essential that the Commission have at its hand full and complete information as to their operations."

## SAFETY REGULATIONS PROPOSED BY THE COMMISSION

The Commission has recently decided to make drivers' examinations more rigid. The Teamsters Union objected strenuously to the original proposal of the Commission. We stated in part as follows:

The most important revision of the safety regulations proposed by the Commission is unsound, and illustrates how far the Commission

has strayed from the accepted standards of regulation. Heretofore, the Commission has always imposed the responsibility for adherence to the safety regulations upon the carriers. This is, of course, where it belongs and where it ought to remain. But the revisions proposed by the Commission would not only place equal responsibility upon the

driver, but are so arranged and worded as to give every inference that the primary responsibility for adherence to the safety requirements is placed upon the driver, and not upon the carrier.

This thesis of driver-responsibility for adherence to safety requirements permeates the revisions. The existing rules are framed in terms of application to the motor carrier, and provide that *motor carriers* shall or shall not do specified things. The proposed revisions are framed, sometimes in terms of application both to the driver and the motor carrier, and sometimes in terms of application to the driver only. The important Part 2, relating to "Driving of Motor Vehicles," speaks uniformly throughout its several score provisions to the effect that "*the driver*" shall obey certain requirements. Parts 1, 3, 5, and 6 also purport to lay duties upon "*the driver*" as well as the motor carrier.

Passing for the moment the propriety and equity of thus placing on drivers the responsibility for compliance, it is plain that this Commission proposal must fail for lack of legal authority. The Motor Carrier Act of 1935 does, it is true, give the Commission extensive powers over motor carriers, but it is confined to power and jurisdiction

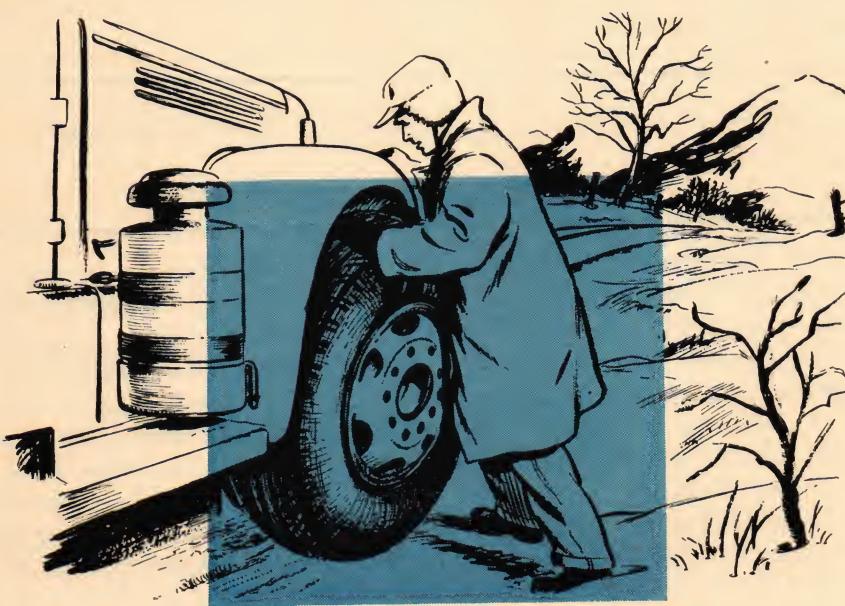
over *motor carriers*. The Commission must lay its commands upon them, as such, and not upon individuals who are relatively minor employees of motor carriers.

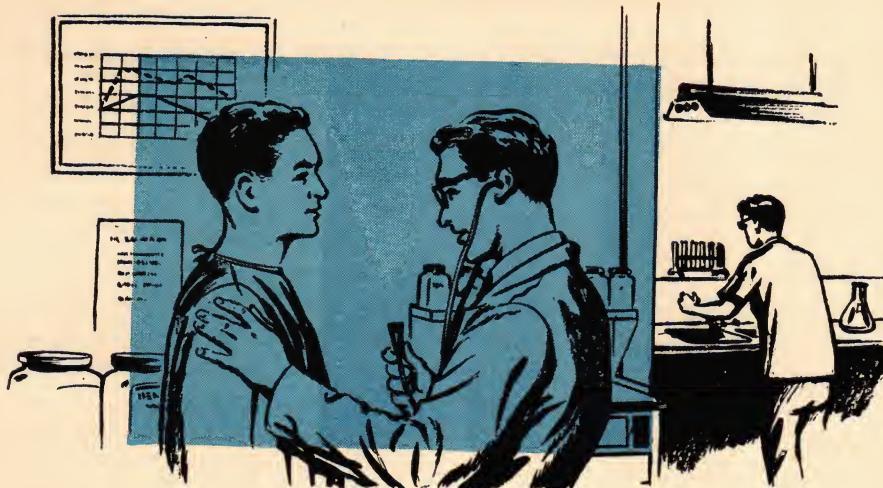
This is abundantly clear, not only from the general logic of the situation, but from the precise language of the Act itself. The key section 202(a), defining the limits of the Act, applies its provisions "to the transportation of passengers or property *by motor carriers*." Section 204(a), concretely granting to the Commission power to prescribe safety requirements, reads with unmistakable clarity in terms of regulation of carriers. Thus 204(a) (1) provides "It shall be the duty of the Commission *to regulate common carriers*—, and *to that end* the Commission may establish reasonable requirements with respect to—qualifications and maximum hours of service of employees, and safety of operation and equipment." Subsection 2 is identical in language with regard to *contract carriers*, while subsection 3 permits the Commission "to establish for *private carriers*" requirements respecting safety.

The difference between regulation of motor carriers and regulation of minor employees of motor carriers is important. Section 222(a) of the Act prescribes crimi-

nal penalties for violation of the Act, including regulations issued by the Commission pursuant thereto. If the Commission's proposed rules were to stand, potential criminal liability would overhang hundreds of thousands of drivers to whom it has never before been extended. It is not to be supposed that Congress intended to grant so extensive a criminal jurisdiction without very expressly so indicating. In other and appropriate instances, Congress did impose criminal penalties on both motor carriers and their officers, agents, and employees, but in these instances the need is apparent and the language is clear. Thus, any person, whether carrier or officer, agent, employee, or representative of the carrier, is criminally liable for certain defined acts such as a wilful and fraudulent effort to avoid regulation (Section 222(d)), an unauthorized disclosure of information (Section 222(e)), or a wilful refusal to make reports (Section 222(f)).

The Commission's regulatory powers with respect to safety are ample even though they operate directly only upon carriers. It may prescribe, as it always has done in the past, that motor carriers must require their employees to obey all designated requirements. The immediate burden thus falls where it should—upon carriers subject to the Act. Adequate compulsion upon drivers will always be present even though the safety requirements do not fall directly on them. There is initially, of course, the control exercised over them by their carrier employers. Secondly, the requirements of the Commission's safety regulations applicable to driving are frequently duplicated by state or municipal traffic laws, to which drivers are subject. In the third place, drivers who conspire with or abet their carrier employers in deliberate violation of the safety requirements may be answerable under Section 222(d) of the Motor





Carrier Act to which we have previously pointed.

Since the Commission lacks statutory power to impose safety requirements directly upon drivers, it is unnecessary to consider at any length the merits of the proposal. That it is unsound and highly improper is beyond question. The Commission has direct control and power over all carriers subject to the Act, and ought to regulate them and their activities directly. It is not a correct or sound procedure to reach out and control carriers by such indirect means as laying duties upon their employees or representatives, with criminal penalties for non-compliance. If the Commission feels that its control over carriers is not adequate to achieve effective safety compliance, the Commission alone is answerable for this fact. It is a lamentable commentary upon the present effectiveness of motor carrier regulation that the Commission should suggest its inability to require obedience by carriers, and should now seek to achieve carrier obedience by the indirect device of laying criminal penalties upon their employees.

Part 6 of the proposed rules, with regard to the safety and maintenance of vehicles, affords a particularly pertinent illustration of how unhealthy is the Commission's proposal to exert direct control over drivers. Proposed rule 6.71 would require every driver, before driving

a for-hire vehicle, to conduct an elaborate inspection of it in order to ascertain that it is in safe operating condition. This proposal represents an unwarranted effort to shift or dilute the carrier's responsibility for the safe-operating condition of its vehicle. It is the carrier which, if it be a common or contract carrier, has obtained a certificate or permit from the Commission, and it is the carrier which the Commission must hold to a severe accountability for the proper condition of its vehicles. An effort to thrust duties on employees would invite trouble and raise complicated questions of labor relations if the carrier and driver disagree as to the safe condition of the vehicle.

Proposed rule 6.2 is of particular interest in requiring carriers to maintain "a systematic inspection and maintenance record—for each motor vehicle controlled" by it. Is the person who prepared this proposal actually aware how much for-hire property carriage is now being conducted? Carriers are increasingly resorting to the lease of owner-operator vehicles on varying arrangements, ranging from the trip-lease to a supposedly semi-permanent basis. Which carrier will control the many owner-operator vehicles and provide for their systematic inspection and maintenance?

Part 1 of the Commission's proposals would drastically alter the present physical qualifications

which drivers must meet. Included among the proposals is one for a very comprehensive and *annual* physical examination. It must be observed at this point that the Commission gives an appearance, here and elsewhere, of having a great deal more concern about the qualifications of drivers than it has about the qualifications of the motor carriers who hold its certificates or permits. If there are to be periodic reviews, it would be more to the point to review annually the operations of motor carriers rather than the physical condition of their employees.

In at least three particulars, we regard the proposals as unreasonably severe. (1) Proposed rule 1.22 would substantially lift the minimum eye-sight qualifications, and require drivers to possess a visual acuity of 20/40 in each eye, forming a field of vision horizontally not less than 140 degrees. We are unaware of any reason why this drastic revision of eyesight qualifications should be made. There has been no showing or suggestion that experience, or an analysis of accidents, or anything else, has motivated this proposed change. In the absence of any showing as to the need of such change, it cannot be accepted. It might be pointed out that the qualifications for operators of Government-owned vehicles, as approved by the Federal Safety Council, require only vision of at least 20/40 (Snellen) in one eye and 20/100 (Snellen) in the other. Our objection to a revision of physical standards without a showing of need applies to the proposals regarding hearing qualifications and absence of physical handicaps, as well as to those regarding eyesight qualifications.

(2) Proposed rule 1.35 incorporates a form (Appendix A) prescribing the requirements for physical examinations to be made of drivers, and including as a requirement: "Electro-cardiogram is required for all drivers 45 years of

age or older—.” Again, there is no showing or suggestion why this expensive requirement may be necessary. There is no showing that any accidents have been traceable in the past to lack of this requirement, or that it is a reasonable and needful measure to prevent potential accidents. It is to be noted that this requirement for electro-cardiograms for drivers over 45 is a blanket and inflexible one, and is not to be undertaken only if a stethoscopic examination discloses the necessity for it.

(3) Proposed rule 1.32 requiring detailed physical examination of drivers at least once in every twelve months is also unduly severe and burdensome, and not shown to be required by experience or otherwise. If the principle of recurring examinations were to be adopted, compelling them every year is far too onerous. We do not believe any principle of this sort can now be appropriately adopted.

### **Consider Experience**

It is to be remembered that persons are dependent for their livelihood on driving. Those persons who become truck-drivers and give their younger and more vigorous years to this exacting labor must not be junked for arbitrary reasons when they reach an age where it would be difficult to obtain employment in other fields. If the overall driving record of a man is satisfactory, though he be no longer young, there is no good reason why he should be forced from his employment because, all other things apart, he fails in one particular fully to achieve the arbitrary physical standards the Commission now proposes to erect. Apart from the tragedy to the individual, his long experience in safe driving operations ought not to be lost, especially in periods of national emergency. Moreover, it is generally accepted by state regulatory bodies that accidents are more likely to be caused by drivers from the 18-25 age group

than from the 40-50 age group. The lower age group may possess superior physical qualifications but may also tend to display a lack of caution and chance-taking characteristics not associated with greater maturity and experience.

### **Thorough Study**

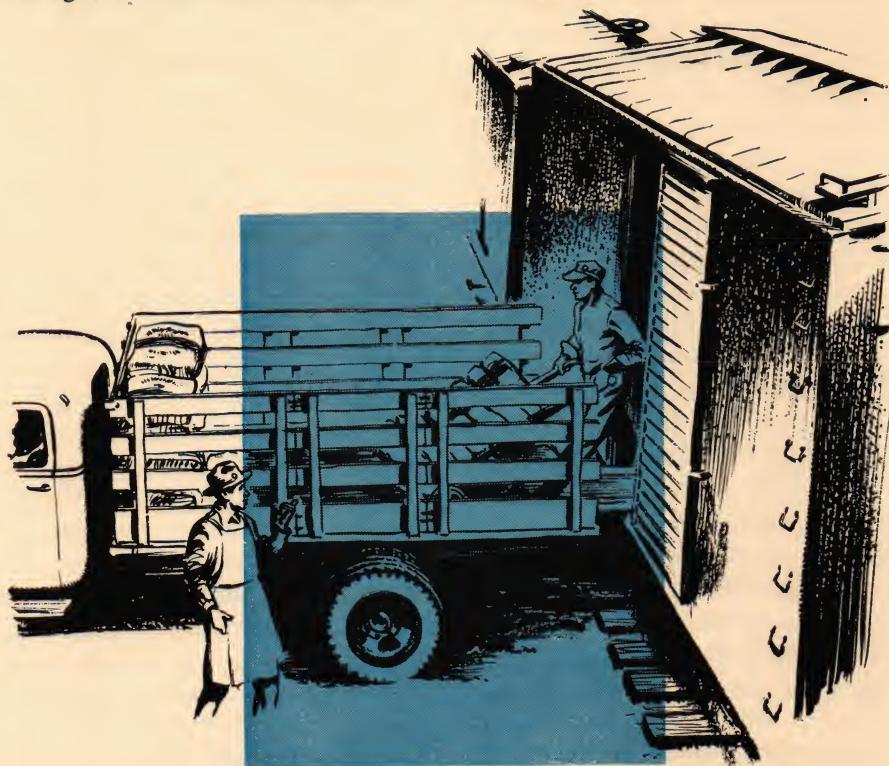
Any requirement imposing periodic physical examinations ought to be thoroughly studied in the light of all its consequences. Among matters for study are the necessary provisions to be made for drivers who, after possibly ten or fifteen years of driving, suddenly discover their qualifications have dropped below (perhaps even only temporarily) the standards the Commission proposes. This lowering of an individual's qualifications might result from natural causes or might, of course, be attributable to the strain imposed by his occupation. Under any circumstances, it can hardly be supposed that drivers are to be arbitrarily and inexorably booted out of their occupation without appropriate provision being made for them. Any prescription of recurring physical examinations could only be made in the light of sound and comprehen-

sive plans for the welfare of those who may be thus suddenly deprived of their means of livelihood. A recognition of grandfather driving rights or relaxation of requirements for those with long and satisfactory driving records are among other matters to be considered. Certainly, the trucking industry cannot be allowed to avoid “the burden of employee wastage incident to its operation” by the simple fiat which the Commission now proposes.

Proposed rule 1.38 would prohibit driving by those (1) whose record for law violation is such as to “reasonably establish a disregard for regulatory requirements,” or (2) whose accident record reasonably demonstrates an indifference to safety, or (3) whose criminal record reasonably demonstrates unfitness to drive in the public interest.

### **Not Practical**

This provision, though well-intended, we believe is not capable of practical application. It is to be remembered that this provision is not merely precatory, but that its violation would carry criminal penalties. Considered in that light, we believe it to be too vague and il-



lusory for adoption. Probably no carrier would care to labor under so indefinite an injunction when no possible standards exist for determining compliance. Like most nebulous and intangible requirements, it provides no constructive measures of conduct but only contains the probabilities of trouble.

While the Teamsters Union has a genuine concern for safe operating conditions, it believes the problem should be approached in the light of experience rather than on unsupported theorizing. Experience

has shown what measures it is imperative the Commission take forthwith to promote safety in the operation of motor carriers of property. Realistic restrictions on carrier "leasing practices" would more effectively promote safety than any revision of the present safety regulations, however fine they might appear on paper.

The Commission has revised its proposal on the plea of the Union, and the modified regulations now ordered are much more tolerable than originally proposed.

will affect our entire membership, which will be required to help out those who become jobless.

The economic arguments of the railroad interests threaten more than the livelihood of those members of the Teamsters who lose their jobs as a direct result of a denial of these applications. The next logical step would be to revoke the certificates and permits of other motor carriers for the transportation of commodities not here involved in order to bolster a wobbly railroad system. All forms of competitive transportation would have to be curtailed to subsidize railroads. Such action might assure a profit to the railroads. It would certainly assure greater costs to the consumer, higher taxes to the citizen (who pays for transportation on behalf of the Government) and loss of a means of livelihood of Teamsters and others.

The Teamsters strongly oppose any attempt to put a lid on the growth of the motor carrier industry on a false ground that such a lid is required to make the railroad system sound. We are not opposed to the right of members of all unions to earn a decent wage. We subscribe to the belief that members of all unions are entitled to a decent living. Rail unions, likewise, should recognize our right to a job. They should not oppose the granting of operating rights to motor carriers (and the employment of Teamsters) on the unsubstantiated ground that such grants of authority may interfere with their earnings.

The determination of the issues in this case has not been made at this date by the Interstate Commerce Commission.

Many other instances such as the logging of running time on the Norfolk-Cape Charles Ferry, which concerned the welfare of our drivers, brought about the active participation of the Teamsters in the Interstate Commerce Commission affairs; and it appears that the future activities of the Commission will require our constant attention.

## THE MOTOR CARRIER'S RIGHT TO CARRY EXPLOSIVES

The Teamsters have insisted before the Commission and other bodies that the motor carrier industry should not be hobbled by artificial barriers promoted by other transportation competitors.

The International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers Union of America, A. F. of L., filed a Petition for Leave to Intervene in both the Riss and Consolidated cases. The examiner allowed the intervention in support of the applications.

Representatives of the Brotherhood of Locomotive Engineers, the Brotherhood of Railroad Trainmen and the Order of Railway Conductors, appeared in opposition to the granting of these applications, saying their unions had a membership totalling 329,000. They said the maintenance of a "financially sound and solvent railroad" system was of interest to their members. They also professed concern over the possibility of injury to rail employees and to the public and public property from explosions of trucks carrying explosives. Several other witnesses echoed their fears for the economic plight of the railroads and for public safety.

### Not a Forum

The Teamsters are concerned that

the examiner has permitted the rail unions and railroad interests to present evidence concerning the general issues of whether any motor carriers should be granted any authority to transport explosives or any other commodities.

The Teamsters do not believe it proper for these application proceedings to be made a forum for the determining of issues affecting the entire motor carrier industry and its employees. The Teamsters, however, desire to express their position in these proceedings because of the views expressed by interests adverse to the motor carrier industry.

The Teamsters' interest is clear. Should the result of these proceedings be that Riss and other motor carriers are not granted permanent authority to the same extent that Riss now has temporary authority, members of the Teamsters will lose their jobs.

The Teamsters have over 1,250,000 members in more than 1,000 locals in the United States and Canada. The Teamsters, therefore, represent almost four times as many workers as all rail unions expressing interest in these proceedings. The interest of our members is not superficial; it is a living issue. The loss of jobs of hundreds of our members

# GENERAL EXECUTIVE BOARD • INT



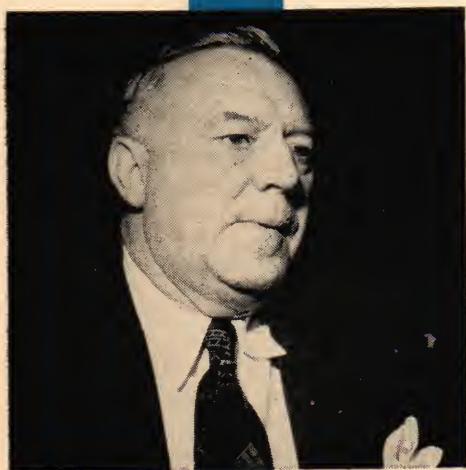
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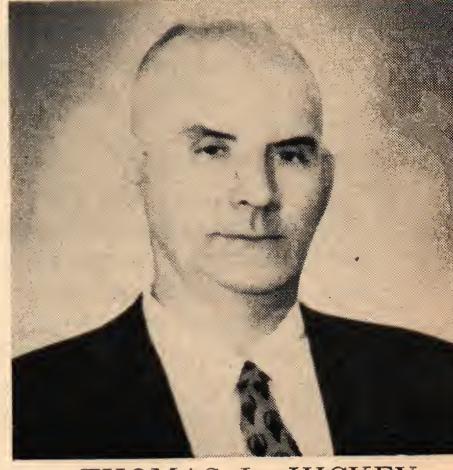
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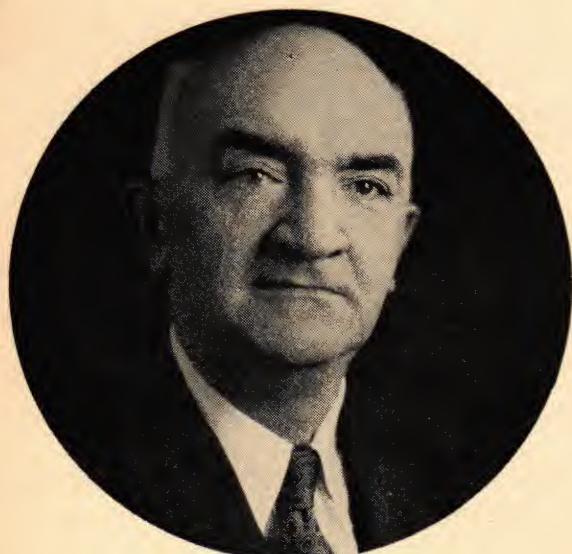


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Eighth Vice-President

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS



JOHN F. ENGLISH  
General Secretary-Treasurer



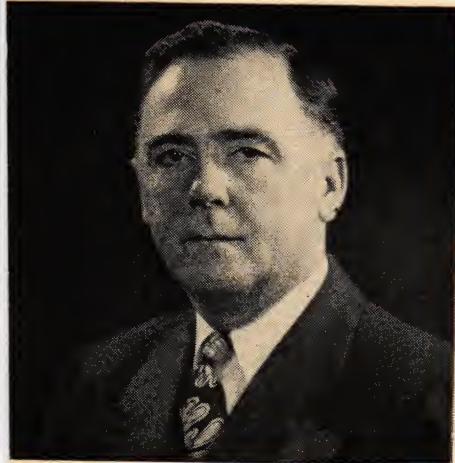
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# EDITORIALS

## *A Matter of Interpretation*

The Federal Government publishes many reports of importance and significance to the public. Unfortunately not all of these reports get proper notice and many get strangely indifferent or apathetic treatment at the hands of the daily press.

An interesting example of this is found in recent stories about the Department of Labor's study on 1950 incomes and expenditures. This report prepared by the Bureau of Labor Statistics provides an interesting case study on the way news is sometimes handled in the U. S.

This report received rather general coverage by the press associations and the Washington and New York papers. One press association story said the average U. S. family spent \$400 or 6 per cent more than its income and the average city family expenditure of \$4,700 was a record high. This story failed to report that families of wage earners and clerical workers averaged only \$3,900 and these people went into hock by 10 per cent.

A New York financial paper did not even mention the lower average income of wage earners and clerical workers and that distinguished newspaper's copy desk wrote a headline that said "Buying Spree in 1950 Put Average City Folk \$400 in Red, BLS Says." Another New York newspaper at least did not blame any "buying spree" but said "The mounting cost of living has forced the average American family to spend about 6 per cent—or \$400—more than its income after personal taxes. . . . But this paper did not mention the income of wage earners and clerical workers. But none of the dailies had this fact: That although family income in 1950 reached near record high levels, and that the "average" family income was \$4,300, more than half of all families surveyed had income *under* that average.

Here are some facts from the Government report that were not in the published stories in the daily newspapers:

- Three families out of 100 had incomes after taxes of less than \$1,000.
- Nine families out of 100 had incomes of \$1,000 to \$2,000.
- 18 families out of 100 had incomes between \$2,000 and \$3,000.

—26 families out of 100 had incomes of \$3,000 to \$4,000.

—19 families out of 100 had incomes of \$4,000 to \$5,000.

—11 families out of 100 had incomes of \$5,000 to \$6,000.

—Seven families out of 100 had incomes of \$6,000 to \$7,500.

—Four families out of 100 were in the next higher bracket of \$7,500 to \$10,000.

—Only three families out of every 100 had incomes over \$10,000 per year.

Thus goes the breakdown on American earnings, information which did not turn up in the long stories on the BLS report.

## *Aiding the Handicapped*

The week of October 5-11 is set aside this year as National Employ the Physically Handicapped Week. The week is authorized by act of Congress to help focus attention on the plight of the many handicapped people who are employable, but are being deprived of jobs through lack of consideration or proper placement.

Various studies have been made on the handicapped worker, but the evidence is far from complete on the subject. Recently the Department of Labor's Bureau of Labor Statistics and the Veterans Administration co-operated on an important survey. The result may be summed up as this: Workers with serious physical handicaps who are placed so as to stress what they can do rather than to emphasize what they cannot do, are every bit as desirable as workers without such impairments.

In the BLS-VA survey the impaired workers were found to be as efficient and as safe as the unimpaired workers. Absenteeism of the impaired was only a very little greater than the other group. No disabling injury to an impaired worker could be traced to his handicap nor were there any cases in which a physically handicapped worker caused injury to a fellow worker.

The President's Committee on Employment of the Physically Handicapped composed of representative leaders of Government, industry, labor, education, welfare and civic groups is carrying forward a program of education on the subject of aid to the handicapped. This committee seeks to promote employer acceptance

of qualified handicapped workers and to safeguard the jobs of handicapped workers already placed. The committee in its broad program of information hopes to make America aware of its responsibilities to the handicapped. Those who are impaired, but are employable, do not want charity—they want to earn their way and every effort should be made to give them the opportunity to become self-supporting.

Five groups of persons deserve our special consideration—disabled veterans; persons injured in industry; persons injured in home, traffic, farm or other types of accidents; persons disabled by illness and those born with afflictions. These people are not looking for special privileges—they want only a decent break. We all should do what we can to see that they get it.

## UN Day 1952

This month all groups, regardless of their political, ideological, social or economic views can join together for the celebration of what is coming to be a worldwide holiday—United Nations Day.

October 24 has been designated as UN Day for appropriate commemoration of the founding of the world organization designed to reduce friction and assure a lasting peace.

UN Day 1952 will have a special significance. The world is far from peaceful and as this year's celebration takes place efforts are being made to bring about peace in Korea. At the same time efforts are being made—some in the public spotlight and some behind the scenes to reduce irritations among nations. The goal of peace in Korea should be the major objective to be reached by the time UN Day comes.

As the members of the United Nations celebrate the founding of the organization they can look with some pride to the achievements in a field which does not receive much publicity or acclaim—the field of technical or specialized agencies. These agencies are making steady and in some cases sensational progress in such fields of health, agriculture, and technical assistance and in many other endeavors. Among these agencies organized labor finds one of its own—the International Labor Organization. Founded as a tripartite agency (labor, employers and government) the ILO is doing an increasingly fine job in helping to bring knowledge and information whereby labor standards are being raised. Progress of the ILO may seem slow and unspectacular, but it is one of the oldest of the specialized agencies and can well be proud of the job it is doing.

It is gratifying to note that the ILO along with the many other specialized agencies are making substantial contributions to the improvement of man's lot in many parts of the world. This progress should be remembered when we become disappointed at the bickerings in the Security Council or the bad news from Korea. The work of the specialized agencies has enduring and

long range benefits—benefits which will aid generations yet unborn. We should note well the job which is being done in these specialized fields for in them the United Nations may well be making its greatest contribution to the welfare of man.

## Poor Batting Average

President Truman in an address recently drew attention to the poor voting record which American citizens have in comparison with those of other countries.

In 1948 only 51 per cent of our voters bothered to go to the polls. This meant that nearly one-half of those who could vote failed to cast their ballots. The 1948 figure was another step downward in the decline which has been taking place in America over some years. In 1940 62 per cent of the eligible voters voted and this figure declined further in the election of 1944 to 56 per cent. We are dangerously near the halfway mark—will this election take us still further downward?

Mr. Truman cited several other nations as having much better voting records, the lowest one listed was Japan with a turnout of 71 per cent. Canada and France had a 75 per cent record in their last general election. Sweden was better with 80 per cent and Great Britain had 83 per cent. Italy was still better with 89 per cent and Belgium had 90 per cent.

These figures place Americans in an unfavorable light in the exercise of one of our most cherished rights. We have a declining batting average—an average that is definitely a bad one. We should see that something better is done in the election of 1952.

## Propaganda Prelude

The much advertised October meeting of the Communist Party in Moscow may mean a great deal to the Soviet and one of the things it definitely will mean for the rest of the world is a prelude to a big propaganda barrage.

The Kremlin does not call a meeting on a slight pretext and this session apparently will be the occasion for some big medicine making by the Russians. There have been many speculative stories in the press during the weeks since the Moscow meeting was announced. These speculations help add to one of the goals of the Russians—more propaganda.

We are certain to receive a great volume of propaganda during the meeting and in the weeks to follow. The free world should get braced to resist these propaganda efforts. The Russians have proved themselves effective in the propaganda field and while we of what we think of as the sophisticated West believe that we can successfully detect the false and the phony, the same may not be true in all parts of the world. Herein may lie the secret of much of Russia's success.

# Teamsters and Wage Controls

THE Wage Stabilization Board was established on January 25, 1951; due to its lack of appropriate policies, the Labor members of the Board resigned in February, 1951, and returned on May 8, 1951. The Teamsters Union has been struggling for almost two years to obtain faster action by the Board in processing the large number of cases involving sales drivers and all other members of our Union. The Union maintains that our members have been denied advantages to which they are lawfully entitled and should receive under collective bargaining agreements negotiated with our employers. The Board has refused to establish a trucking commission which was jointly requested by the trucking industry and the Union.

## Joint Action

On March 29, 1951, the managing director of the American Trucking Associations wrote to President Tobin urging joint action by the industry and the Union in setting up a trucking commission within the Wage Stabilization Board. We quote the following from that letter:

"It is becoming increasingly apparent that the government's wage stabilization program does not give credence to the technical ramifications and unique circumstances of collective bargaining in the trucking industry.

"There is reason to believe that standardized wage rules predicated on production problems, may, when applied to trucking, create labor-management discords and disturb relationships of which our respective organizations have reason to be proud. Uniform interpretation of these wage rules may radically affect our industry's ability to retain an adequate work force to expeditiously handle the vastly increasing movement of defense material and civilian goods.

## *International Seeks Faster Action in Processing Cases; Board Has Refused to Establish Trucking Commission Requested by Industry and Union*

By FRANK TOBIN

"ATA's Executive Committee, realizing that free collective bargaining has been virtually stalemated by the government's wage stabilization program, is of the belief that much of the onus of that program can be softened by establishment within the WSB, of a trucking panel similar to the Trucking Commission of World War II.

"Inasmuch as the current Wage Stabilization program does not contemplate special treatment of our industry, two labor, and two public members selected by the industry and labor members, would be most qualified to interpret and apply general wage stabilization rules to trucking. Moreover, men of the calibre of Earl Cannon and Landis O'Brien representing management, and Frank Tobin and Ray McCall representing labor, would be much more likely to protect the interests of our respective organizations and carry out the mandates of the government with the least danger to the free flow of motor transport, than uninformed persons applying standardized wage rules to industry as a whole.

"Accordingly, in the event that the Wage Board is reconstituted and again becomes operative, I am privileged to invite the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL, through you its President, to join with American Trucking Associations, Inc., in a formal request, to the Economic Stabilization Administrator, for the establishment of a tri-partite trucking panel within the Wage Stabiliza-

tion Board in the nature set out above."

It is our firm belief that the slow processing of the Teamsters' cases before the Wage Stabilization Board could have been avoided had the Wage Stabilization Board heeded the plea of the Union and industry in establishing a trucking commission.

On January 3, 1952, the Teamsters' position on applying additional Wage Stabilization standards for wage adjustments to drivers of over-the-road trucks was presented to the Board as follows:

"The Teamsters Union maintains that there are enough regulations applicable to all industry to satisfy the requirements of the employees in the over-the-road trucking industry. It is our opinion that the employees in the trucking industry should not be singled out for further restrictions in their collective bargaining field, and all we ask is the same treatment to be accorded these members that the Board extends to all other employees coming before it. The various elements in the wage structure of truck drivers can be handled on a percentage basis in the same manner that the wage rate of an hourly worker is treated: (1) Specifically, straight time hourly earnings are available for this class of employee; can be compiled with a reasonable degree of accuracy and can be submitted with each application of approval that comes before the Wage Stabilization Board. As a matter of fact, it is much easier to compile straight time hourly earnings for this type of employee since

overtime premium rates are not involved. Sufficient records of hours actually worked, or paid for, are maintained and should be available in the files of the Interstate Commerce Commission. In the event that they are not, this information is available in the employers' files, especially where welfare plans are in effect and the employer pays for the welfare plan a given number of cents per hour for all hours worked by the employee. (2) January, 1950, pay roll earnings are satisfactory as a base wage level because no premium overtime rates are included in these figures. Pay roll earnings certainly do contain a uniform and consistent relationship to the traditional practice of wage setting. Many of these contracts have been in effect for 50 years. No additional inter- and intra-area inequities would be created than now exist. (3) Hourly trips or mileage rates, which method of payment has been the practice in the industry for years, should not be abolished in order to conform with a less arduous method of computation, since these methods of payment were instituted originally by the industry and have been fostered by the industry over the years. Surely it is not the province of this Board to abolish all types of wage compensation other than straight time hourly wage rates in order to make the arithmetical processes coming before the Board all one pattern.

### **Same Application**

"We still insist that General Wage Regulations 6 and 8 should be applied to all elements of the home pay for a truck driver in the same manner that they are being applied to the wage rates of a factory worker.

"Restating our position, the Teamsters Union insists that its members receive the same treatment that other employees receive coming before the Wage Stabilization Board, and that it is absolutely unnecessary for the Board to make special efforts to harass these employees with addi-

tional restrictions such as those contained in the proposed over-the-road regulations."

The Teamsters struggled ceaselessly to obtain a fair and just review of the wage contracts for driver-salesmen. On September 18, 1951, the Teamsters informed the Wage Stabilization Board that:

"The so-called 10 per cent rule or cost-of-living formula which the Wage Stabilization Board uses is ordinarily applied to average straight time hourly earnings. While this is entirely feasible with regard to the employees in most industrial plants, it is the position of the Teamsters Union that the translation of this principle to the wage structure of driver-salesmen and commission men can be justly and fairly applied by increasing each of the component parts of the wage scale, namely: the guarantee, the base and the commission rate by the 10 per cent or cost-of-living adjustment which all other wage earners are receiving. The Teamsters further maintain that the yardsticks employed by the Wage Stabilization Board in approving adjustments in vacations, holidays, pension and welfare plans, and other working conditions be applied to those employees working on commission rates. It has been argued in wage negotiations that since the purpose of the 10 per cent formula was to offset maladjustments between wages and the rising cost of living, an interpretation which overlooked increases in actual take-home earnings would be unrealistic and would defeat the basic purpose of the Wage Stabilization Program. It is clear from a review of the Wage Stabilization Board's actions, however, that the 10 per cent formula has always been applied to rates rather than earnings and that actual increases in take-home pay have generally been disregarded provided that rates were not changed. This principle has governed the Board's determinations with regard to bonuses, piece rates, and overtime. Neither in its inception nor in its later application has the Board's

Wage Stabilization Program been projected as an effort to freeze earnings. It was intended not to fix, but to stabilize wages by regulating the extent to which rates could be changed.

"The Teamsters insist that in cases where an increase in commission earnings has occurred that such increases should not be taken into account; that only changes in rates should be considered and that variations in the earnings resulting from stable rates cannot be counted against the 10 per cent without penalizing the non-commission employees because of the higher earnings received by routemen and making the application of the formula dependent upon such fortuitous factors as changes in price, volume of sales, transfers of business from wholesale routes to retail routes, etc. It is precisely because such increased earnings are the result of the temporary action of forces over which the drivers have no possible control, that they should not be considered permanent stable increases properly deductible from the permitted 10 per cent. In normal times, any such increases might be reduced or even cancelled by a serious and prolonged price war. Price cutting is still not unknown in the present market. It would seem thoroughly unsound to consider as a wage increase already given, increased earnings which would be reduced substantially if the Office of Price Administration should roll back the price of milk, bread or other commodities. Future volume of business is unpredictable. The rationing of ingredients and products cannot be accurately foreseen. In times of flux such as this, it would seem most unwise to include in the computations of a wage formula, variations of earnings dependent upon load variations when it is impossible to tell upon what basis or at what point stability will eventually be reached."

### **Unceasing Struggle**

The International Union has been in one continuous and unceasing

struggle with the Wage Stabilization Board to break the log-jam and delay in processing our wage agreements that come before the Board for approval; we expect to continue that effort. You can well imagine the chaos and confusion that would exist in our industry had the International Union been out of the picture in processing cases before the Wage Stabilization Board.

The Wage Stabilization Board began operations against a background of six months of rapid acceleration in the upward movement of wages—a period in which wage adjustments could be had just for the asking and employers frequently volunteered increases as a hedge against the prospect of a tight manpower supply and further upward changes in the cost of living. At the time of the Korean outbreak, wage increases of 5 to 7 cents per hour were standard. This figure jumped to 10 and 15 cents an hour, and finally, to 20 cents in January of 1951, when a new coal wage agreement was signed. When the "freeze" order of the Economic Stabilization Administrator brought all wage movements to an abrupt halt, numerous disparities and inequities were frozen in the country's wage structure.

### **Long-Range Policy**

The Wage Stabilization Board set as its first task the ironing out of the inequities existing at the time of the January "freeze" and then the developing of long-range policies for the future. Within a year after it began functioning, the Board had completed both parts of the assignment, issuing 21 general wage regulations and nearly 100 policy resolutions covering virtually all of the varied pay practices existing in American industry. At this writing, only one major policy question remains to be answered, possibly by the new statutory Wage Stabilization Board which began operations on July 30, 1952. This is the question of whether wage adjustments, beyond the limits presently permis-

sible under Board regulations, should be allowed on the ground of increased efficiency or productivity.

At the outset of its operations and with a view to unscrambling 1950's tangled wage situation, the Wage Stabilization Board early in 1951 adopted General Wage Regulation 6, containing the so-called "10 per cent formula." It imposed no flexible ceiling and was not a policy for the future. Designed simply as a "catchup" device, Regulation 6 provided rough justice for the 40 per cent of American workers and their employers, who, because their contracts were not yet open or for other reasons, had not had an opportunity like the other 60 per cent to "catch-up" with the 1950 trend in wage rates and the cost of living when the January, 1951, "freeze" order came along. Regulation 6 permitted employers to put into effect on a self-administering basis, without coming to the WSB for approval, an increase of 10 per cent in the level of wages which existed in the base period of January, 1950. This regulation permitted increases in excess of 10 per cent under certain conditions and the Board subsequently issued other regulations dealing with merit and length-of-service adjustments, new plant wage schedules, "tandem" adjustments, agricultural wages (ultimately exempted from wage controls by the 1952 Defense Production Act amendments), the building and construction industry, fringe benefits, bonuses, and incentive pay practices.

In the summer of 1951, however, probably the most important action taken by the Board was the issuance of General Wage Regulation 8. This regulation, a major policy decision for the future, permitted adjustments in wage rates to correspond with changes in the cost of living calculated, as a general rule, since January 15, 1951. Public, Industry and Labor members of the Board unanimously approved the policy under which wages of all employees could be related to the cost of living, either

through escalator clauses or periodic reopening of contracts for readjustments or voluntary adjustments by employers where collective bargaining is not involved.

The National WSB took a number of actions to facilitate the filing of petitions by employers, eliminate red-tape and reduce the administrative burden of the agency. These included the following:

1. The Board will process petitions for wage adjustments under Regulations 6 and 8 resulting from multi-employer bargaining negotiations provided that such uniform agreements are traditional with the parties and further that all employers participating in the negotiations agree to uniform adjustments. Group negotiations covered by this resolution are characteristic of the service trades such as hotels, restaurants, retail and wholesale establishments and others.
2. Amendments to Regulations 6 and 8 eliminate the filing of written reports of adjustments made under the regulations and substitute the requirement that employers keep records of such increases.
3. In line with its desire to make the program self-administering wherever it would be consistent with the aims of stabilization, the Board amended two of its key regulations. An amendment to Regulation 8 extends the self-administering features covering cost-of-living increases in the absence of escalator provisions, and an amendment to Regulation 19 eliminates the filing of petitions by employers participating in a standard health and welfare plan where the plan is changed and approved by the Board.
4. In several industries—meat packing, oil drilling, pressed and blown glassware, telephone, electrical—where there was a clear cut and traditional

pattern followed in making wage adjustments, the Board studied one or two major cases and permitted other firms in the same industry to place similar adjustments into effect. Sometimes the firms were permitted to follow the Board established pattern on a self-administering basis.

The Board has consistently followed a policy of striving for the maximum degree of self-administration in its general wage regulations. Some policies, however, could not be made self-administering without endangering the stabilization program. For example, parties are required to petition the Board if they wish to make so-called "fringe adjustments" based on established industry or area practice. It is too risky to permit the parties to determine for themselves what is industry-area practice, because of the natural tendency, in a tight labor market, to "reach for the ceiling."

Moreover, Congress has told the Board to take action when necessary to relieve "hardships and inequities" and the Board adhered to the traditional American concept of due process and one's right to a day in court by permitting employers and unions to seek an exception to or modification of general rules and regulations where they would produce arbitrary or unfair results.

For these and other reasons, the Board has received and is continuing to receive approximately 1,800 petitions weekly from employers or employers and unions, as the case may be, seeking prior approval on certain types of wage adjustments. In the past year, the agency acted on more than 60,000 voluntary petitions. Approximately 14 per cent of the petitions submitted to WSB have been modified or denied.

WSB policies may be broadly grouped into three classes: stabilization of the general wage level; stabilization of fringe benefits; and stabilization of adjustments to correct inequities within and between plants.

In the first four months of its existence, the Board dealt with the first two items through the issuance of General Wage Regulations 6 and 8 and 13. The latter permits adjustments in fringe benefits—vacations, paid holidays, night shift differentials, premium pay and the like—up to a level which does not exceed industry-area practice. The effect of this regulation is chiefly to permit "laggards" to catch up to prevailing standards.

### Policy Questions

Several important policy questions remained to be decided, however, to complete a well-rounded, long-range stabilization program. The Board acted on these matters during the fall and winter of 1951-52, issuing General Wage Regulations 17 and 18 covering inter-plant and intra-plant inequities, respectively; 19, applying to health and welfare benefits; 20, covering commission earnings; and 21, pension plans.

#### (a) Inter-plant Inequities.

Wage differentials are normal in American industry. The Board's regulations are designed not to upset established historical differentials. Some differentials, however, involve inequities which, if uncorrected, would impede defense production. There are, for example, certain kinds of inequities which are widely recognized as tending to impair employee efficiency and morale, increase grievances and hinder the most effective use of manpower. This type of problem is dealt with specifically by our regulations on inter-plant inequities. Adjustments to correct such inequities do not appreciably affect the general wage level and, on the contrary, may more than pay for themselves in more efficient production.

Regulation 17 permits petitions to be filed to correct inter-plant inequities, and states that the Board will approve wage increases up to the stabilized level in the appropriate industry or area. During any period and particularly in an econ-

omy geared to the needs of national defense, some wage structures become obsolete. A firm may find itself with a wage level so much lower than those of comparable firms in an area or industry that it cannot continue its normal contribution to production. Regulation 17 is designed to permit, within stabilized limits, the necessary narrowing of wage differentials if small firms and firms engaged in defense production are to recruit and maintain adequate labor forces. Consideration of equity as well as national self-interest require this type of relief of this problem. Care must be taken, however, by individual case analysis to prevent increases of such magnitude as to disrupt community or industry wage structures and cause spiraling or other unstabilizing results.

#### (b) Intra-plant Inequities.

A policy was set forth in Regulation 18 to permit the correction of intra-plant inequities through comprehensive job-rate review or through individual job-rate adjustments. The existence of inequities between individual rates of pay is a seriously detrimental factor in the wage structure. Such inequities are normally corrected as they are recognized. Wage regulations are required to permit this correction, but at the same time prevent circumvention of stabilization requirements in the process.

Two employees may work in a plant side by side and do the same work but receive different rates of pay. They may do work requiring different levels of skill but receive the same pay. Failure to correct such inequities creates industrial unrest, lowers morale, and hampers production. Care must be taken to see that the inequity really exists, and that the amount approved is to be soundly spent and is not excessive.

Individual case-by-case analysis is designed to test petitions for correction of inequities between particular job classifications. Some employers or employers and unions

jointly, as the case may be, desire to undertake a job evaluation program or other comprehensive job rate review to secure a well-balanced alignment of wage rate relationships. Once a firm's wage structure is properly aligned, new or changed jobs can be slotted appropriately into the plant wage structure. This process of rationalizing wage rate relationships has spread considerably among employers and unions and has contributed materially to harmonious industrial relations. GWR 18, adopted unanimously by the Board, includes standards for comprehensive job rate review while still preventing the use of such programs for general wage rate increases.

(c) Health and Welfare Programs.

Wage stabilization interrupted a trend of adoption of group insurance programs in collective bargaining. In view of the special characteristics of this element of compensation, a special regulation was developed to cover the inauguration or modifications of such plans. Originally, GWR 19 provided for a number of different categories of group insurance and was supplemented by a resolution setting forth standards called "review criteria." Unless a plan contained a feature listed in the resolution, the plan was automatically approved 30 days after the filing of a report.

Experience under this regulation lead to an amendment which eliminated the procedure of review criteria and simplified the explanation of types of insurance programs covered. The departure from specific review criteria was designed to permit greater flexibility in the adoption of insurance programs and their adaptation to particular employer-employee circumstances. It was designed to avoid the possible effect which any governmental regulation may have of inducing the parties to conform too rigidly to specified criteria. The regulation retained a required report and waiting period during which an individual case

analysis could be made to prevent unstabilizing effects from arising from abnormal or distortive programs.

(d) Commissions Earnings.

The commission method of compensation includes some of the most complicated type of pay roll practices. There are special relationships between earnings on commission and price or volume elements of business which may be affected by other circumstances than the employment relationship. In GWR 20, the Board developed special standards and procedures to adapt the basic wage Regulation 6 and 8 to commission earnings. The Regulation permitted some adjustments to be put into effect in the earnings of commission employees on a self-administered basis. Increases in commission rates must have advance WSB approval however. This regulation covered a number of elements typically found in commission compensation, including the guarantee, the base or fixed salary, the drawing account, and side payments. It also distinguished between adjustments in commission earnings of employees whose commission rate does not exceed 2 per cent and adjustments in commission earnings with higher commission rates. It provided for a special procedure and the establishment of a tripartite Advisory Committee for petitions involving commission earnings of life insurance agents.

(e) Pensions.

In Regulation 21, issued unanimously by the Wage Stabilization Board on February 22, 1952, a marked departure from previous wage regulations was introduced in the rules for introducing or modifying pension plans. Prior to this time most regulations had established stabilized limits within which adjustments could be made. In any area of policy it is recognized that an establishment of a limit is accompanied by a risk of inducing parties to adopt such a limit as one sanctioned by government regulations. This risk is normally bal-

anced against the stabilization risk that would ensue from the lack of such limits.

After a great deal of consideration of the problem of stabilizing the pension element of compensation, the Board concluded that there were a number of special characteristics of retirement programs. Pension plans constitute deferred and not immediate income to employees and therefore do not contribute materially to increased consumer purchasing power. The danger that these plans would result in inflationary additions to business costs is minimized by the widespread realization among employers and unions that such plans—because of their cost and because they involve long-term commitments—must be inaugurated or modified with great caution and only after careful planning, so that prudent judgment should operate as a particularly strong stabilizing influence in this field. It was found also that the great variance in existing plans would mean that detailed criteria in terms of benefits, costs, or a combination of such factors would tend to deprive parties of freedom of choice which they should have in choosing a plan which is best adapted to their particular needs.

The Board's regulation, therefore, established minimum criteria to assure that the plans are bona fide pension programs or deferred profit sharing plans and would not result in the disbursement of immediate income to employees. It provided, however, that the parties themselves would work out a plan best adapted to their circumstances and determine the type of plan to be submitted for Board approval. In addition to the establishment of minimum requirements, the regulation requires the submission of all such plans on a special report form which is reviewed on a case-by-case basis to prevent unstabilizing effects. Any plan which is believed by any member of the Board to be unstabilizing would be considered on its particular merits in Board discussions.

## GENERAL HEADQUARTERS

# Serves the Membership

TEAMSTER progress as a movement and individual Teamster advances in improved hours, wages and conditions are based on wise leadership and efficient administration of union affairs. Progress comes through efficiency from the highest level of the organization to an understanding and forthright attack on the day-to-day problems of the local union members wherever they are—on over-the-road trucks, in local cartage, in delivery wagons, in processing plants or wherever Teamsters may be found.

The guiding spirit of the International Brotherhood of Teamsters both from a leadership point of view and through wise administration stems from the International office on a continued three-sector front of Teamster service: From the general president, from the general secretary-treasurer and from the general executive board.

These offices are the highest policy-making and administrative agen-

cies of the Teamsters' Union. Located at Indianapolis, Ind., the two highest offices—general president and general secretary-treasurer—carry on a program of year-around service to the membership through their small but highly experienced and efficient staffs. The general executive board meets periodically to review progress and plan policies for the coming months. The policies of the board are carried out by the International office.

The International Brotherhood of Teamsters is one of the largest trade unions in the world and as such would be expected to have one of the most extensive organizations and largest staffs. Quite the contrary is true. The International Office has developed a two-fold policy which has made it possible to operate the affairs of the union with minimum staff personnel:

—much of the administration of Teamster affairs is left to the autonomous management of local unions and joint councils, and

—a pronounced degree of decentralization has been developed whereby regional offices are able to develop continuing programs of service to the locals and joint councils.

A visit to the International Office on the part of any Teamster would be a surprising and an enlightening experience. The visitor would be agreeably surprised to discover that so large a volume of work for so extensive an organization can be carried forward by so few people.

General President Daniel J. Tobin as the spokesman of the organization makes his headquarters at the International Office and for 47 years has been available for advice, counsel, and the settlement of problems wherever they might arise. President Tobin brought into the Indianapolis office a widely known and efficient field man, Al Evans, who is general organizer and assistant to the President. Mr. Evans' experience in the field in the rough and tumble



General Organizer Al Evans, assistant to President Tobin, posts a pin on map of nation, indicating the establishment of a new local of the International Union.



One of busiest persons at the International Office is Miss Rose O'Connor, secretary to President Tobin. Miss O'Connor handles vast volume of important correspondence in her job.

arena of Teamster affairs makes him a particularly valuable and useful man.

The necessary clerical and administrative detail are handled by the small staff of clerical employees—secretaries, clerks, etc.

The work of the office of the general secretary-treasurer is of much more detailed nature. Since the union constitution vests in his office the responsibility of the financial, property and statistical handling of union affairs, the staff problem becomes considerably greater. But a visit through General Secretary-Treasurer John English's department would be a revelation in terms of viewing the volume of work handled by the few staff members.

Little more than a dozen persons serve under Mr. English to discharge the multiple duties of the office. The photographs taken at Indianapolis spell out better than words the procedure and staff operations. W. T. Mullenholz, office manager and staff member of long experience, acts for Mr. English in keeping the machinery functioning. With the improved methods installed since last convention, service to the field is far more prompt than ever before.

The photographs show the processes of operation—incoming mail and requests; checking and double checking of remittances and orders; mailing out of stamps and supplies; the inventory of supplies available at all times to serve the organization.

The flow of work is broken down in steps which insures speed and efficiency of handling and minimizes the possibility of error.

An intangible element is always noted by the visitor to the Indianapolis office—this is the human factor. Staff members are interested in doing their work promptly and well. There is a friendliness in the office which is seldom found in similar type staffs of organizations—and this friendliness is translated into good service and a healthy interest in doing the day-to-day job.

General President Tobin and General Secretary-Treasurer English have established a tradition and have imbued their staffs with the tradition of service to the membership.



Miss Mary Strack (upper left) has the triple task of being receptionist, handling the office switchboard and sending outgoing telegrams via the automatic teleprinter unit.

Over the desk of Miss Margaret Carrig (above) goes all correspondence relating to strike sanction. Requests from locals in regard to such International approval get prompt study.

In the office of the president, Miss Agnes Leary (left) checks the filing section. In an organization with more than a million members, vast correspondence files are required.



General Secretary-Treasurer John F. English (seated) goes over details of a convention planning matter with W. T. Mullenholz, office manager. Preparation for 16th convention has taken considerable time and effort on the part of Mr. English and the entire staff at the International office.



Miss Marie Warren (foreground), secretary to Mr. English, opens a stack of daily mail, while Miss Mary Schubert waits with another batch for the automatic opener. Orders from local unions get prompt attention.



Bulk of the mail volume to International office represents orders for supplies from locals. Miss Nancy Bertram is shown checking remittance.



After remittances are processed, the next step is the marking of a shipping order detailing number of items required. This is done by Miss Barbara Boren. Next step: Filling the order.



Vernon Hegarty, headquarters auditor, operates a quadruple-duty machine. It makes local union record, enters cash sheet and posts ledger.



In the shipping room, Thomas L. Hughes, Jr. (above) prepares packet of supplies ordered by a local union. A constant inventory of supplies helps insure prompt filling of orders by locals.



"Here's how we stand," General Secretary-Treasurer John F. English explains to visiting Teamsters (above right). The Secretary uses up-to-the-minute charts to outline health of the Union.

Miss Nancy Bertram (right) operates a new Remington-Rand automatic bookkeeping machine. Old-type records and ledgers are seen at her left. Machine speeds operation, insures accuracy.



# Stevenson Wins Nod from AFL

DEPARTING from its traditional practice of expressing no preference for Presidential candidates, the American Federation of Labor in its seventy-first convention last month in New York City endorsed Governor Adlai E. Stevenson of Illinois, Democratic candidate.

Delegates who met at the Hotel Commodore for the annual convention represented a membership of more than 8,000,000 members.

The endorsement of Governor Stevenson for President came near the close of the convention with action by the delegates on a report from the AFL Executive Council presented by Secretary-Treasurer George Meany. The report as read by the secretary-treasurer set forth an analysis of the party platforms of both Republicans and Democrats and specifically cited the respective positions on such questions as the Taft-Hartley law, inflation control, rent control, housing, Social Security, health insurance, aid to education, taxation, civil rights and foreign policy.



ENDORSED

... Governor Adlai E. Stevenson acknowledged the applause at the AFL convention which endorsed his candidacy.

## *Delegates Urge Election of Democratic Candidate after Hearing Both Aspirants To Presidency; Green, Meany Re-Elected*

The convention during its session from September 15-23 heard addresses from both candidates of the leading parties: Republican Candidate Dwight D. Eisenhower and Democrat Candidate Stevenson. Eisenhower spoke on September 17, and Governor Stevenson appeared September 22.

The 1952 convention of the AFL was a busy one with some 150 resolutions acted upon, reports from various departments of the Federation and addresses from more than 40 speakers representing Government, political parties, public service organizations, and foreign trade union organizations. Despite the close attention devoted to the annual business of the convention, delegates directed major scrutiny to the two political candidates. The AFL Executive Council shortly after the two national conventions in July invited both Eisenhower and Stevenson to the September convention to place their views before the Federation. Both accepted and their appearances were two of the outstanding events of the last month's meeting.

The receptions of the candidates were in sharp contrast. When General Eisenhower appeared he was accorded a courteous but reserved reception. He was received and greeted more as a great military leader than as a preferred political candidate of laboring people.

The general's speech was for the most part in serious vein, but he drew laughter when he said, "I suppose you men have been waiting for me to say something about the Taft-Hartley act — I will tell you exactly how I feel."

In reporting how he felt about



**A.F. OF L.**

### REPORTING

... General President Daniel J. Tobin reports for the Committee on Laws at the AFL convention held last month.

Taft-Hartley, Eisenhower set forth points which are largely covered by the Republican platform with one notable addition: he said in commenting on the Communist affidavit requirement that "... since patriotic American union leaders must swear that they are not Communists, then employers with whom they deal should be subject to the same requirement." This remark was the highlight of his speech insofar as applause indicated.

Stevenson was greeted with prolonged applause when he appeared and the speaker was interrupted at least 40 times during his address with enthusiastic applause. Governor Stevenson in the early part of his address directed his attention to the

Taft-Hartley law and said, in referring to the question of repeal, "How to get a new one? The method, whether by amendment of the existing law or replacement with a new one, has, frankly, seemed to me less important than the objective. But because the required changes are major changes, because the present law is spiteful, and because it has become a symbol of dissension and bitterness, I urge, therefore, as I did on Labor Day, that the Taft-Hartley act be repealed."

Referring to the 23 amendments which Senator Robert A. Taft has said the law needs, Stevenson said, "It seems not unreasonable to recommend that a tire with 23 punctures and five blowouts needs juking and not a recap job with re-claimed Republican rubber."

The speaker called for a strengthened Labor Department, a continued fight against Communism, recognition of by the Government of laboring people through appointments to high posts, particularly in the foreign service—"ambassadors in overalls," he called them. He closed on the theme that says "only people are important" and called for labor to meet its challenge to the future of democracy.

### Council Reports

The Executive Council gave careful attention to the addresses of both candidates and the platforms of both major parties. The report in summarizing the analysis of the council said, "The Democratic party's platform is responsive to the needs and desires of the workers and liberal-minded people of our country.

"The Republican party's platform is responsive to the demands of the ultra-conservative, anti-union elements in the nation.

"There can be no hesitation on our part in declaring the obvious truth that the Democratic platform is far more preferable to labor than the Republican platform."

After evaluating the two candidates and criticizing Eisenhower's

(Continued on page 48)



**TEAMSTERS AT AFL CONVENTION**—The official delegates at the convention from the Teamsters' Union included President Daniel J. Tobin; Secretary-Treasurer John F. English; J. O'Rourke; Robert Lester; Joseph J. Diviny; J. P. Poteet, and Donald Peters. A number of other Teamsters represented state or central labor bodies. In the above photo are Teamster delegates and affiliated delegates also members of Teamster unions. **LEFT TO RIGHT** (near side of table)—George Kelly, San Francisco Central Labor Union; Eugene R. Hubbard, Alexandria, Va., Central Labor Union; William A. Lee, president, Chicago Federation of Labor and ninth vice president; Leroy Griffin, Baltimore Central Labor Union; J. P. Poteet, San Diego, Calif.; Frank W. Brewster, seventh vice president, and Secretary-Treasurer John F. English. On the opposite side of the table in the same order—Edgar Hartzler, Des Moines, Iowa; E. A. Carter, West Virginia Federation of Labor; Robert Lester, Washington, D. C.; Joseph J. Diviny, San Francisco, Calif.; John Quimby, San Diego, Calif.; Donald Peters, Chicago, Ill.; John O'Rourke, New York City; Paul Jones, Los Angeles, Calif., and President Daniel J. Tobin.



**CONVENTION TRIO**—Three top members of the Teamsters consider convention problems. **LEFT TO RIGHT**—Secretary-Treasurer John F. English; General President Daniel J. Tobin, and Executive Vice President Dave Beck.

## Joint Council 16, Greater New York, Honors President Tobin



Members of Joint Council of Teamsters No. 16, Greater New York, who sponsored the testimonial to General President Daniel J. Tobin. Seated (left to right)—Leonard Geiger, secretary; Louis Lufrano, secretary-treasurer; Martin T. Lacey, president; Joseph Trerotola, vice president, and Joseph Parisi, trustee. Standing—Arthur Dorf, advisory committeeman; Dennis Crotty, advisory committeeman; Harry Schopback, trustee; John Lelury, advisory committeeman; John E. Strong, trustee; John Eck, advisory committeeman, and Thomas Reilly, advisory committeeman.

**G**ENERAL President Daniel J. Tobin was honored at a testimonial dinner by Teamsters' Joint Council 16 during the American Federation of Labor convention in New York last month. The dinner which was held September 22 at the Hotel Commodore was attended by several hundred members of the joint council and their guests and delegates and AFL leaders attending the Federation convention.

Toastmaster of the dinner was Martin T. Lacey, president of the joint council and also president of the Central Trades & Labor Council of Greater New York.

Tributes to President Tobin were extended by Toastmaster Lacey and five guest speakers. Those who spoke in tribute to the veteran Teamster leader were Mayor Vincent R.

Impellitteri of New York City; AFL President William Green; AFL Secretary-Treasurer George Meany; Executive Vice President Dave Beck of the Teamsters, and President Charles MacGowan of the Boilermakers who is also a member of the AFL Executive Council.

Speakers at the dinner recalled their long association with Mr. Tobin and spoke warmly of his leadership of the Teamsters since he became general president in 1907. Both President Green and Secretary Meany recalled the association with Mr. Tobin on the Executive Council and praised the Teamster president for the many contributions he had made toward advancement of the American Federation of Labor. President MacGowan of the Boilermakers spoke from the vantage point

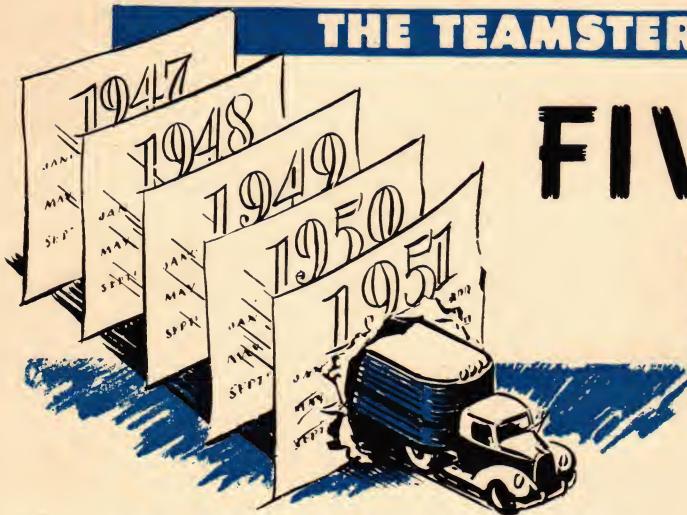
of another union leader and also as that of a fellow vice president of the AFL. Vice President Beck spoke of the long association with President Tobin in the Teamster movement and praised the general president for his leadership.

Mr. Lacey said he knew he spoke for all the Teamsters of the Greater New York area when he paid tribute to President Tobin for his leadership and guidance of the International Brotherhood of Teamsters.

President Tobin responded to the addresses and compliments of the speakers and recalled that he had dedicated his life and efforts to the advancement of the Teamsters and was pleased to have seen the organization grow from a small struggling organization to its present place of strength and importance.

## THE TEAMSTERS' STORY

# FIVE FRUITFUL YEARS



**F**IVE momentous years—1947 to 1952—have passed since the last general convention of the International Brotherhood of Teamsters. These have been years of swiftly moving events, years of conflict and crisis in a world of change.

These five years have shown marked advances by the Teamsters and sharp changes in the political and economic affairs on both the domestic and the international fronts.

When the Teamsters met for their convention in San Francisco in August, 1947, the nation had only shortly before emerged from a world war and was still passing through the traditional era of economic reconversion. The dire predictions of mass unemployment which economists of almost every hue had foreseen did not become a reality. The problems of replenishing the inventories of the nation—more goods, more housing, more factories—were still acute and the nation's manpower was being mobilized to fulfill that task.

Teamster delegates in San Francisco were informed by General President Daniel J. Tobin and General Secretary-Treasurer John F. English that the union had made great progress in the preceding years between conventions. Delegates were also told—and with sharply etched foresight—that serious problems confronting unions in general

and the Teamsters in particular lay ahead.

Developments and progress in the last five years by Teamsters and their International Union have shown that the general officers were correct in forecasting progress as well as problems and obstacles in realizing that progress. During the last five years the International Union has shown a sharp increase until today, as Secretary English has shown by his up-to-date figures, the organization exceeds 1,100,000 members.

During the last five years, the organization of a number of national trade divisions in the form of national conferences has taken place. This procedure, as a form of speeding organization, represents what many Teamsters believe is one of the most significant advances in the long history of the union. The conference method on a national trade division basis carries forward the natural evolution of Teamster organization which began more than 40 years ago when Teamster local unions banded together and formed Teamster Joint Councils. The next steps were state and then area organization and the final development: national trade divisions embracing Teamster members of similar craft lines from coast to coast and border to border.

Another major development in recent years was the inauguration of

a bold new device in organization: the over-the-road truck check. The checking campaign procedure began in 1949 and four successful truck checks have been held, one each year since that time.

While the progress in trade division organization and truck checks have been pronounced the union has been beset by many problems—the Taft-Hartley Law and its many requirements, regulations incident to economic controls imposed following the outbreak of the Korean War as two of the most significant developments. And during this entire five year period Teamsters have waged a constant battle on the political and economic fronts to seek new gains in behalf of the membership.

### 1947

The story of the Teamsters is told in the pages of our International Journal, **THE INTERNATIONAL TEAMSTER**. The official magazine is the repository of official reports of the General Executive Board and of the official pronouncements of the general officers. A quick survey of the pages of **THE INTERNATIONAL TEAMSTER** since the 1947 convention will indicate some of the highlights of the last five years.

In August, 1947, the Journal published a "Here are Your Enemies" article listing members of Congress who voted for the Taft-Hartley Law

which became effective that month. It is appropriate to recall that article because many names are on that list and should be recalled in 1952, for many are up for reelection this year.

The coverage of the 1947 convention appeared in the October and November issues. A highlight in the September issue was a masterly analysis of the Taft-Hartley Law by the late Joseph A. Padway. This was one of the last tasks performed by Judge Padway because he was taken by death at the American Federation of Labor convention in San Francisco in October, 1947.

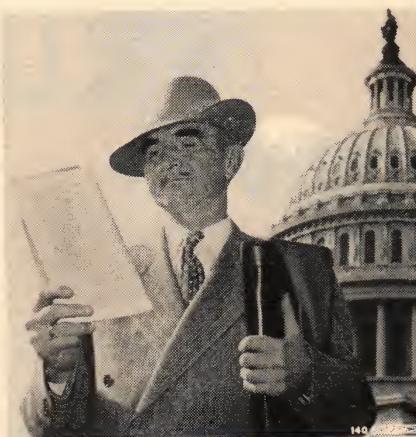
The November TEAMSTER reported the first AFL convention following enactment of Taft-Hartley and carried a story saying that the Federation would raise a war chest to fight the law. That was also the memorable AFL convention in which the controversy over John L. Lewis and the United Mine Workers of America arose and the AFL Secretary-Treasurer's speech was reported under the headline "Meany Backs Tobin Against Lewis." The fight arose over the problem of signing a non-Communist affidavit as required under the Taft-Hartley Law. Mr. Lewis took a walk out of the AFL convention.

The November issue carried a black-bordered box announcing the news of the passing of Vice President Thomas J. Farrell. Known as "Brocky" Farrell, he was, as the story reported, the oldest organizer in the International, having been named to the post in 1908. His death marked the passing of one of the union's real pioneers.

Politics were warming up somewhat as an article by President Tobin in the December issue noted in a piece headlined "Governor Warren Has Labor Support" and sub-titled "Stassen is Just a Man Looking for a Job—Any Job." This article referred to the 1948 Presidential campaign. A second article noted another effort under the headline "Taft Making Campaign Speeches."

1948

The first of the new year brought news that the International Brotherhood of Teamsters had topped the million mark in membership, and photostats of letters from the War Department, the Citizens' Food Committee and the Friendship Train



Senator Wayne Morse, a progressive Republican from Oregon, disagreed with his party from the outset on Taft-Hartley, wrote an article for the International Teamster urging its repeal.

Committee appeared in the Journal. The Teamsters were thanked for their public service efforts. Two interesting moving jobs were reported. One described the delicate task of Local No. 224 of transporting the 200-inch mirror for the world's largest telescope 160 miles up the slopes of 5,600-foot Mount Palomar through fog and sleet to the observatory. The other job was a multiple one in which many buildings were transferred from the War Assets Administration to college campuses in many parts of the country—barracks, mess halls, recreation halls, chapels, etc.

In February, the Journal published "Repeal Taft-Hartley Law" by Oregon's Republican Senator Wayne Morse. The AFL Executive Board had mapped a political program at its winter meeting which was outlined in the February issue. This number also carried a piece saying that Senator Robert A. Taft was renewing his fight against inflation controls. Richard G. Johnson, Local No. 662, Eau Claire,

Wis., was commended for aiding stranded motorists in the severe winter situation.

In March, THE TEAMSTER reported that Local No. 25 of Boston had won a hard-fought 35-day strike. Local No. 471 was reported as having appropriated \$11,000 to help boost dairy deliveries. Two truckers were commended—one an unknown praised for helping a Texas motorist in winter and the other, Aldrick J. Lambert, Local No. 75, Green Bay, Wis. Mr. Lambert saved two men from a burning car. AFL Secretary-Treasurer George Meany wrote on why Labor backs the Marshall Plan and another article blasted Taft for "reversing the philosophy of the Wagner Act."

The Ball report by Joseph Ball, now fortunately for labor an ex-Senator, was blasted by Senator James E. Murray and other labor friends in minority comments on the operations of Taft-Hartley. David Kaplan wrote a report on the victory of Local No. 804 over the CIO in winning an election for 1,000 warehousemen. Harry J. Rectenwald, business agent of Local No. 485, Pittsburgh, Pa., bakery drivers, was honored for safety work by the Pittsburgh Better Traffic Committee. The Kenosha, Wis., drivers, Local No. 95, were reported to be planning their own building, having just acquired a 240-acre tract. Henry Gasper, Local No. 85, San Francisco, won 5,000 points in the Armour Company safety award for skidding his truck and thereby saving the life of a child who had dashed into his immediate path and Quentin P. Knight, Local No. 162, Portland, Oreg., father of six children, deliberately drove his truck into a stone embankment to save the lives of others who would have been lost in a head-on crash on U. S. 99. He sacrificed his life to avoid the accident which would have cost the lives of several others.

The fight of National Dairy against the Teamsters was reported in May and Organizer Nicholas P.

Morrissey told about the Local No. 536, Hartford, Conn., battle against the employers. Local No. 597 in Vermont won a 54-day strike the magazine reported. Charles Fink, Local No. 135, Indianapolis, Ind., was cited for rescuing an Army officer from a burning car. The newly-organized L. L. P. E.—Labor's League for Political Education—is-sued instructions.

President Tobin commented at length in June on the coal strike under the title "Blunder of One Union Hurts All." Another article gave a round-up of the open shop situation in 13 states under new laws and regulations. Local No. 680 won a ten-year "tug-of-war", as the Journal put it, in a local election situation. The death of John O'Connell, life-long members of Local No. 85, was reported in June.

In July, a bitter piece on Congress appeared under the headline "Messenger Boys Go Home" and a sub-title said "Worst Congress Shows Contempt for Public Welfare." Nine Akron, Ohio, drivers of Local No. 24 were honored for long safety records and Martin Ryan of Local No. 554, Omaha, Nebr., saved the lives of four people by dragging them from a burning car. Edward F. Murphy of Cleveland, was named ninth vice president by the General Executive Board.

Secretary English wrote in August that harmony in international unions spells success. Sixty members of Local No. 200, Milwaukee, were honored for 17 million miles of driving without chargeable accident. Difficulty in winning strikes under Taft-Hartley is the subject of a discussion in this issue. Members of Congress who favored Taft-Hartley over the President's veto were listed in August and two articles on politics appeared in this issue.

With the September issue, THE INTERNATIONAL TEAMSTER was re-styled and enlarged in format. Coated paper stock with two-color covers and extensive illustrations were used. The leading article recorded



The 80th Congress was successfully labeled the "do-nothing" Congress by President Truman and in "give-'em-hell" whistle-stop campaign he pulled political upset of the century by winning re-election.

the backing of the AFL and Teamsters' Executive Board for the support of Joint Council 28 in its controversy with the Machinists at Boeing in Seattle, Wash. Features included one on oil ("Will There Be Enough?"); crisis in the nation's schools; one on Peter McGuire, Labor Day Founder, and "The National Road," first in a series of famous highways in history.

With the October issue, "Timely Remarks" by the general president first appeared and has been a regular editorial feature in almost every issue since. Interstate Commerce Commission rules on trucking were discussed in the first of a series of articles which were to appear over the next four years. The Warehouse Conference was formed as a national trade division. "The Santa Fe Trail" and a Teamsters' War Role were the features.

In November I. C. C. hearings on gypsies were announced as having started and the Fruit and Vegetable Trade Division was formed. President Tobin announced a favorable conclusion to the famous "Battle of the Statler" libel case by the Federal Court of Appeals. The Boston Post Road was the highway featured. Truck progress and employment were discussed.

In December, the Driveaway-Haulaway Conference formation was reported as well as the estab-

lishment of the Automotive Conference. Analysis of the Truman victory and an appraisal by President Tobin appeared. The Natchez Trace was the special feature.

**1949**

An interview on highway safety with Maj. Gen. Philip B. Fleming, Federal Works Administrator, appeared in January and the first of a series of national organizing meetings was announced. More appeared on truck leasing as the result of I. C. C. hearings and additional comments on Labor's new friends in Congress. El Camino Real was the highway feature.

In February, reports on the first of a series of national organizing conferences called by Executive Vice President Dave Beck appeared. Secretary English described the supply system he had inaugurated at the International Headquarters. More appeared on Labor's friends in Congress and the Lancaster Pike was the highway feature.

In March, THE INTERNATIONAL TEAMSTER reported shocking conditions of gypsy truckers as revealed by testimony before the I. C. C. The heroic role of truckers and trucking in the winter blizzards was told in words and pictures with a special tribute from Maj. Gen. Lewis A. Pick, chief of the Corps of Engineers. Several Teamsters were

praised for safety work or heroism including Bernard DeBauche, Local No. 75, Green Bay, Wis., (for rescuing a young man from a burning truck); five drivers from Local No. 822, Norfolk, Va., (for safe driving); one man, Sam Upton, had driven 18 years with no chargeable accident; Martin Larson, Local No. 975, St. Paul—"Driver of the Year" (for 18 years' safe driving plus the heroic rescue effort in extracting a driver from a burning car). The Pony Express Trail was the highway feature.

The April front cover had a large red check mark to remind Teamsters that this was the opening of the over-the-road checking drive. Extensive reports of the March national organizing conferences and a long letter of endorsement of organization from the general president appeared. Two articles on trucking regulations were published: one by former Senator Burton K. Wheeler and one by Michael Adley, a trucker (on gypsies).

With the May issue of the Journal members were given a report of the first national truck check—a great success. Vice President Beck wrote on labor-management cooperation and a report appeared on the halting progress in Congress on liberal legislation. The Wilderness

Road was the historic highway feature. Bakery Drivers' Local No. 33, Washington, D. C., celebrated its mid-century mark and another exposé of regulatory evils appeared.

Formation of five new trade divisions in April, was reported in the June TEAMSTER and the General President praised the truck check. Philip Brack, Jr., Local No. 200, Milwaukee, Wis., jack-knifed his semi-trailer to avoid striking a light truck in which some 35 migratory workers were riding. His action thus avoided many possible serious casualties. The union's general counsel wrote an article blasting the Hobbs act. "Campaign in the Canneries" described organizing efforts among the processors.

Provocative articles on the uncertain economic outlook for the nation and the necessity for the trucking industry to take into account gypsy tonnage in its statistical analyses were special articles in July. Teamsters' role at the Cleveland AFL Union Industries Show was reported in text and pictures and the Trans-Canada Highway was the road feature for the month.

In August, the TEAMSTER reported on excellent labor-management relations in the Tennessee Valley from a report which had been suppressed. Problems of the Dairy Di-

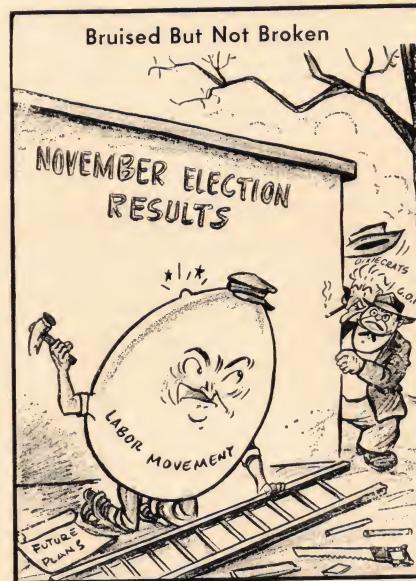
vision organizing were the subject of a special article and President Tobin commented on the failure to revise or repeal Taft-Hartley in Congress. An echo of another era was heard in the piece called "The Chicago Story" on newstruck driving in Chicago and the good results since establishing union relations in 1919. Abuses in gypsying were described in an article entitled "I.C.C. Approves Featherbedding." The Chicago-Black Hills Highway was the special feature on historic roads.

Organizing in the warehouse industry was discussed in the September TEAMSTER and Local No. 633 in New Hampshire was a great Teamster arbitration victory. Two locals sponsored advertising campaigns to stimulate business in their areas—Local 66, Milk Wagon Drivers, Seattle, Wash., and Local No. 285, Laundry Drivers, Detroit, Mich. "Our Horse and Buggy Highways" traced highway progress and pointed out the shortcomings of the present roads in this high-speed age.

With the October issue, the magazine discussed the problems in stimulating organizing among bakery drivers. Extensive quotations from the report of I. C. C. Examiner H. C. Lawton on truck leasing were given in this month's issue with the



Cartoons specially drawn for The Teamster reflected views on major questions. The first of this year, cartoon at right characterized feeling of doubt and anxiety.



Labor division was represented as giving a

conclusion that leasing should be regulated. Elmer Le Compte, Jr., Local No. 564, Meadville, Pa., won the Pasteur Medal for heroism for saving two children from drowning. A special article on the International Labor Organization by Director-General David Morse, one on Bevan of Britian, a former Teamster (British style) and one on the Pennsylvania Turnpike were features.

In November, the AFL book "Slave Labor in Russia," was discussed and President Tobin criticized the use of the injunction remedy by one labor union against another. The AFL convention was reported as was the testimonial dinner honoring the general president in St. Paul. The intervention of the U. S. Department of Agriculture in the I. C. C. truck lease proceedings brought forth a strong letter from the Teamsters setting the record straight and exposing the fallacies of the anti-regulatory exponents. U. S. Route 1 was the highway history feature for the month.

Conference news was prominent in December. The articles in the issue included reports on the annual Western Conference of Teamsters in San Jose, Calif., and one on gains made by the Central States and Southern Conferences. The Teamsters' fiftieth year was the subject of a piece by the general president. A Teamster Joint Council, No. 40, in Pittsburgh, sponsored a three-day labor-management safety series of meetings which drew wide praise. Vociferously unfavorable reaction by motor carriers over the I. C. C. examiner's report recommending leasing regulations was described in December.

**1950**

January, 1950, was a month for looking backward and looking ahead. The general president wrote some of his recollections of Samuel Gompers and a number of national leaders contributed to a symposium in a "Forecast for '50". Harold Davis, Local No. 964, Cleveland, was acclaimed "Driver of the Year"

in the annual truck rodeo contest. Formation of an anti-Soviet world free labor organization, the International Confederation of Free Trade Unions, was announced.

The January Gompers centennial banquet honoring the AFL founder was reported in February, with observations that 1950 would be a great Gompers year. Robert N. Denham, general counsel of the National Labor Relations Board, was rapped in an article "Dictator Denham Must Abdicate." The heroism of Mike Ward, Local No. 820, was described in an article which told of his rescue of a young would-be suicide from the frigid waters of the East River in New York just before the Christmas holidays. Another historic highway feature, the Oregon Trail, appeared this month.

General Counsel Denham was the subject of a satirical cartoon cover and a "Fire Denham" inside article in March. Joint Council No. 43 in Detroit, is an annual major contributor to the March of Dimes and 1950, proved to be another substantial year for the council as its celebration was reported. Union-busting bills were the subjects of special warning articles. The Susquehanna Trail was the historic highway feature.

The sad news of the death of Ninth Vice President E. F. Murphy, Local No. 407, Cleveland, appeared in April. Harold Westcott, Local No. 627, Peoria, Ill., was honored for heroism in rescuing a driver from a burning truck. How labor aids the Marshall Plan and how Uncle Sam counts his nephews and nieces in the decennial census were feature stories. The first of a three-part series on "The Wheel" appeared this issue.

Two significant legal victories were reported in the May TEAMSTER: The right to organize 60,000 cannery workers in California and a victory for the right to picket in a Texas case. The April national organizing conference meetings in Chicago were reported extensively. Heroic life-saving efforts of Thomas Woodall, Local No. 650, Waterloo, Iowa, were described in a story which told of aid given in an accident including extricating a driver submerged in icy water.

The June front cover had two large red checks as reminders of the 1950 all-truck check and a full description of truck check procedures appeared inside. Lloyd Reisner, of Local No. 315, Indianapolis, Ind., was congratulated by President Harry S. Truman as "Driver of the



One of significant legal victories of 1950 was a triumph which enabled the International to organize 60,000 cannery workers, such as this young woman.

Year" for both safe driving and heroic aid to accident victims. Teamsters scored again in the annual AFL Union Industries Show in Philadelphia.

Action by the I. C. C. after long delay was reported in the form of regulations issued by that agency. These were reprinted in the July issue. A refutation of the attack on trucking which had appeared in the *Reader's Digest* was published in this issue. Local No. 311, Columbus, Ohio, won a picketing victory in an Ohio court.

The death of John P. McLaughlin, second vice president, in San Francisco was reported and was the subject also of editorial comment by President Tobin. A report in text and photos on the all-truck check indicated that the campaign had been a great success. Stan Beilat, a Teamster from Yonkers, N. Y., won the 1950 National Public Links Golf Championship. A special report on vending machines and the potential they offer for organizing was in the August issue.

The text of Frank Tobin's testimony before the Senate Sub-committee on Land and Water Transportation was printed in this issue.

A report on the evils of gypsy trucking as revealed in I. C. C. testimony appeared in the September TEAMSTER. Ray Leheney of Joint Council No. 42, Los Angeles, Calif., was named Secretary-Treasurer of the Union Label Trades Department, AFL. Fay A. Maple, Local No. 787, Albany, N. Y., won the Pasteur Award for heroism for rescuing a child from possible drowning. A discussion of trucks at war and a look at Social Security were also published.

"Let's Fight With Both Hands", by Bernard Baruch, was an October special article on mobilization and wartime cooperation. Another national organizing meeting was reported with stepped-up plans for the national trade divisions. And the I. C. C. postponed its leasing order in order that the Teamsters and others could submit data.

## Double Duty for Convention Badge

The image contains a registration card for the Keytoken Protection Plan. The card has fields for NAME, ADDRESS, CITY & STATE, LOCAL NUMBER, and a zone. It also has a section for writing a number on a key tag. Below the card is a photograph of a delegate badge. The badge is a circular medallion attached to a chain. It is inscribed with "DELEGATE", "INTERNATIONAL", "CONVENTION", and "LOS ANGELES 1952". The top of the badge features a small drawing of a truck and the text "INT. BRO. OF TEAMSTERS".

KEYTOKEN PROTECTION PLAN

PROTECT YOUR KEYS BY FILLING IN THIS CARD AND MAILING IT TO US

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY & STATE \_\_\_\_\_ Zone \_\_\_\_\_

LOCAL NUMBER \_\_\_\_\_

Badges have a key-ring attached and a registration card. Delegates are asked to mail the card to the Indianapolis office.

INT. BRO. OF TEAMSTERS

DELEGATE

INTERNATIONAL CONVENTION LOS ANGELES 1952

The November TEAMSTER gave a report on the Western Conference which met in Seattle, Wash. The appointment of a new N. L. R. B. general counsel, George J. Bott, promised more harmony than had prevailed under his predecessor, Robert B. Denham. The health center of Local No. 688, St. Louis, was described in a word and photo story and an article appeared commenting on Congress and Labor's friends.

Comments on the November elections of 1950, which appeared in the December TEAMSTER ranged from observations by the general president to a special article analyzing the results and predicting that a "Coalition Will Rule Congress"—and how right the prophesy was! Local No. 85, San Francisco, celebrated its golden anniversary.

In January, a pessimistic article appeared which foresaw little chance for liberal legislation from the new Congress. How the drivers got through in the severe midwest blizzards was told in a special report. Two Teamster legal victories were reported by Local No. 878, Little Rock, Ark., in a secondary boycott charge and Local No. 936, Tuscaloosa, Ala., in an auto franchise case.

Executive Vice President Dave Beck was named to the Trucking Industry National Defense Committee (labor-management group). Moving Day at the United Nations was described in the February issue and the founding of a branch of the ICFTU, free labor group, in Mexico for the Western Hemisphere were articles with an international flavor. Another blast at the I. C. C. for its inaction in safety matters appeared. "Hot Air Cargo" was a defense of trucking against rail propaganda.

Railroad propaganda was attacked in the March TEAMSTER and Frank W. Brewster was named to the General Executive Board. A report from the Pennsylvania flood area described "Operation Water-lift" in which Teamsters played a key role. Changes in safety rules for truckers were opposed by the Teamsters in a statement before the I. C. C.

The significant step in turning to trucking to aid in moving the mail was the subject of an article in April. Organized labor joined together in the formation of the United Labor Policy Committee (AFL, CIO, Railroad Brotherhoods and independents) to represent labor in the mobilization program. It was dissolved in a few month's time. The "wet-

back" menace was cited in a piece on migratory labor.

In May, the magazine carried extensive reports on a national organizing conference and plans for the 1951 checking drive. Two delegates to the Chicago conference met death during the meetings: Samuel M. "Mel" Andrews, Local No. 309, Seattle, Wash., died of a heart attack at Chicago and Don Stansell, Local No. 962, Medford, Oreg., died in a private plane crash en route to Chicago. A Teamster statement before the Senate Interstate Commerce Committee rapping the appointment of John Rogers to the I. C. C. was printed in May.

### Inspection Trip

In June, Vice President Beck had an article describing an extensive military and naval inspection trip taken at the invitation of the Secretary of Defense. How hoodlums are moving in on business was told in an excerpt from the Kefauver Crime Committee report. How not to lose your Social Security benefits was told in another piece.

In July, a report on the Dairy Conference and a special article related thereto appeared. News of the death of Eighth Vice President G. F. Weizenecker, Cincinnati, Ohio, was announced. The Chicago edition of the Union Industries Show was reported a substantial success. Vice President Beck's address before the American Medical Association was carried in this issue. The epochal report of the I. C. C. on trip leasing was issued in May and reprinted in this issue of THE TEAMSTER.

In August, the cost of living drew attention with an article on inflation and one by Michael DiSalle, then Price Stabilization Administrator. Two Teamster heroes were cited: C. H. Decker, Local No. 554, Minneapolis, Minn., ditched his rig to avoid a head-on bus-auto crash and Joseph Ginocchi, Local No. 261, New Castle, Pa., saved a boy from drowning in the Shenango River. Local No. 557 of Baltimore, Md.,

dedicated its new building. The Teamsters filed a strong statement with the I. C. C. in opposition to a carriers' petition asking the Commission for reconsideration.

### Flood Aid

Trucks' aid in the Missouri-Kaw flood was noted in a special article and the ineffective action on the Defense Production Act by Congress was blasted. Bakery drivers in the Portland and San Francisco areas won the 5-day, 40-hour week and Daniel V. Flanagan of Local No. 860, San Francisco, was named deputy assistant administrator of the Defense Production Administration. "Hell on Wheels", on gypsy driving, an eye-witness special feature, proved interesting and popular.

Appointment of Thomas L. Hickey, Local No. 807, New York, to the General Executive Board was reported. A tribute to the late James Kennedy, veteran leader of Local No. 753, Chicago, appeared in October. Several Teamsters were named to serve on regional set-ups of the Wage Stabilization Board. Testimony by the union before WSB on commission salesmen was printed in this issue.

In November, full reports appeared on the Western Conference of Teamsters held in Los Angeles and the AFL convention held in San Francisco. A memorial was dedicated in San Francisco to the late John O'Connell, old-time Teamster leader. Patrick J. Burke, Local No. 603, St. Louis, was honored by the Psychiatric Aid Society for his outstanding work with the mental health group.

The Miscellaneous Trade Division functions were broadened in a Chicago meeting. The Teamsters were active on the regulatory front—the union filed a petition before the I. C. C. in an explosives hauling case and the WSB report on driversalesmen was challenged by a minority including Teamster Ray McCall, a Board member. The Dairy Conference held another successful session in St. Louis.

The current year saw the fourth truck check planned and carried out successfully. Difficulties over getting fair play in mail contracts became an issue. Further trade division sessions were held to speed organizing activity. In July, the general president was honored on his Golden Jubilee of service to organized labor. When Congress adjourned, it was called the "do less" session. Five years of Taft-Hartley were traced in August and plans were being made for the Teamster convention. Teamsters kept busy on all fronts—economic, legislative and organizing, and saw plenty of work ahead as they prepared to make the coming convention "bigger and better" than ever.

### Dave Beck

*(Continued from page 16)*

labor movement is virtually his whole life. Yet in his drive, he is ever dissatisfied with the steps made and is constantly urging more study on the job; more training for the local leaders; more interest in bringing young men along as competent replacements; more statistical and records departments; the expansion of public relations divisions and more concern about health and welfare programs and concern with the wives and families of all the members.

If you ask Dave about it though he will laugh and disclaim it pointing to Dan Tobin as the one who should get the credit if there is any involved. For it was Dan who gave him the opportunity and backed him all the way, explains Dave, impatient that this isn't instantly obvious to all.

Nobody goes up by himself and stays on top. It's the teamwork and the picking of the right men for the right job that is the acme of fine administration.

That roughly is a vignette of Dave Beck. Oh yes, we could add—he is a real determined opponent, a stand-up-knock-em-down-for-your-friend.

# ALL THIS, and TV, TOO!

**Exciting Sightseeing Tours, Entertainment by Hollywood Stars, Swimming in Sunny California Will Be Added Features Of the First Labor Convention Ever to be Televised.**



**T**EAMSTER delegates to the International Convention in Los Angeles next month, will not have to worry about their wives and relatives seeing sunny Southern California.

For months now representatives of the Southern California Joint Council have been busy arranging a tip top program of such diversified interests that even the most blasé will have to say "we have had it."

At least that is the determined goal of the boys in the far west. One of the principal axioms they have been working on is the old saying that if the delegates' wives and youngsters are being taken care of, the convention will be a success.

Arrangements have been made for television tours as well as radio tours through the major studios in

Los Angeles and Hollywood, and tickets will be available for all of the ladies to see the finest shows and the biggest TV stars in the fabulous firmament of the Golden State.

Besides this there will be a sightseeing tour through the magic name places of Beverly Hills, Bel Air estates, the San Fernando Valley, Santa Monica at the ocean, Hollywood and Malibu, Encino, and Royal Oaks.

The magic palaces of western fashions will be pointed out for you to visit: Magnins, Bullocks-Wilshire, Adrians, Cosmos, Josephs, House of Fantasy, and all the rest, including the appealing and wonderful places to eat, such as the Brown Derby in Hollywood or Beverly Hills, Piccadilly, on La Cienega, the Cocoanut Grove and Luceys, Tail-

of-the-Cock and many others with jaw-breaking musical names on Spanish-called streets.

On the famous Sunset Strip, if you feel night clubbish, and we've left most of the nights open just in case you do, there is the world-famous Mocambo, and Ciro's, Bublichki, Chanticlere, Larue's and others.

A rare treat for our ladies will be the tour through the movie studios with, if we are lucky, a glimpse of some of the movie actors and glamor

girls, topped off with a luncheon at the famous Biltmore Bowl, rubbing shoulders with more celluloid luminaries, as special guests of the occasion. Oh yes, special prizes for the ladies here.

For the small fry, if there are any, we will try to have a few of the favorite western stars with their six-shooters and 10-gallon hats, but this will have to be away from the studio lots, however, as the regulation against juveniles on the outdoor sets is strictly enforced.

Then there is the hilarious plan for the Spanish Fiesta: Trundled all the way out of the El Camino Real, our ladies will move swiftly along the old mission trail, worn dusty-thin by the sandals of the Franciscan padres and the iron-shod feet of the Conquistadores of old Mexico, up to the door of the old Mission itself, San Gabriel.

After an inspection tour through the ancient edifice and the beautiful gardens, they will adjourn to the colorful theatre in the hills of the Santa Susanna range, for an hour

and a half of fiesta music, dancing and singing in the old California way.

During the middle of the week the lawyers' seminar with virtually every delegate expected to attend, will meet in the only night session of the convention. This is expected to be an educational and enlightening conclave and all of the men are invited.

However, here again, we have not forgotten our axiom or our ladies.

On the same night as the legal meeting, the distaff section of the convention will be playing bingo for dear life and for some very valuable prizes. This too, is the only night activity scheduled solely for the ladies, and we hope the bingo tables will be as well attended as they were in our San Francisco meeting five years ago.

On the last night of the convention you will see a galaxy of stars from all of the movie studios and television studios, and it will be strange indeed if you cannot pick out your favorite from the selection

we will have on deck for your enjoyment. This gala show will be staged at the 7,000-seat Shriners' Auditorium, with an outstanding band to keep things properly jived up, and one of Hollywood's biggest stars as master of ceremonies.

It simply adds up, we hope, to one of the finest conventions yet, as far as the ladies are concerned, with headquarters at the brand-new Statler Hotel; with events scheduled for the Biltmore and Ambassador hosteries; side trips to Olvera Street, the oldest street in the state; sampling the enchiladas, tostados, tacos and chili relenos.

Add to this the fact that this will be the first labor convention ever to be televised and you have what probably adds up to the Convention Chairman Dave Beck's supreme effort to give you the best, the different and the most enjoyable conclave you have ever attended.

Oh yes, the theme will be "Spanish Fiesta" so compadres, "hasta la vista," and bring your bathing suits.



## Convention Get-Togethers



**WELCOME, GOVERNOR!**—General President Daniel J. Tobin welcomes former Governor Herbert H. Lehman of New York and now U. S. Senator as convention speaker. AFL President William Green is in center.



**CONVENTION ASIDE**—Executive Vice President Dave Beck (left), Seattle, Wash., and Ninth Vice President William A. Lee, Chicago, Ill., enjoy a lighter moment during the convention proceedings. Lee is Chicago Federation of Labor president.

## Stevenson Wins Nod from AFL

*(Continued from page 37)*

generalities the council's report said. "The positive program outlined by Governor Stevenson before our convention and in previous campaign addresses offers hope to the American people that the interest of the people are paramount. In brief, he inspires our full confidence."

When the report was read, the delegates voted to recommend adoption without delay and gave a standing ovation to the endorsement position taken. Only a few delegates declined to stand when AFL President William Green called for a standing vote.

Of major importance on the domestic front was the AFL's action on economic controls. "Adequate and fully effective controls on prices and rents" will be necessary if the American Federation of Labor is to continue to participate in the economic stabilization program.

The delegates voted approval of a resolution which said that ". . . wage stabilization would be both ineffective and unjust in the absence of vigorous price, rent, and credit controls."

"While there has been no relaxation in the control of wages, the Congress has riddled price, rent, and credit controls with the outright exemptions and built-in inflationary features demanded by reflationary business interests," the official resolution said.

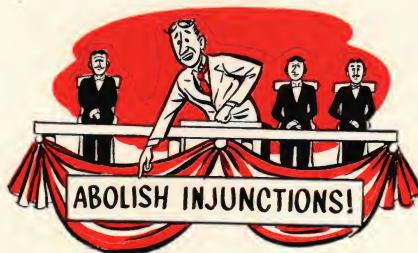
The endorsement action highlighted the entire convention. The delegates reelected President Green, Secretary Meany and the entire Executive Council to office for another year. Action was taken on resolutions covering both foreign and domestic problems. Invitations for the 1953 convention were received from New Orleans, La., Miami, Fla., and St. Louis, Mo. The convention voted to authorize the Executive Council to select the convention city.

# FIFTY YEARS AGO IN OUR MAGAZINE

(From Teamsters' Magazine, October, 1902)

## CIRCULAR ON INJUNCTION

To all wage-earners of America, Greeting. The constant struggle in which the wage-earners of our country are continually engaged for the attainment of their rights, and the mitigation of the wrongs they daily endure, renders it essential that they organize, unite, and federate, irrespective of trade, calling, nationality, locality, sex, politics, color or religion. The hope for justice and right, now and hereafter, as well as the perpetuation of liberty in our republican institutions, lies in organized labor. Individual effort of the wage-earner in this day of concentration of industry and wealth is absurd, as well as suicidal. There are very few contests in which the toilers are engaged for improvement, or for the prevention of a deterioration of their condition, unless injunctions are issued by the courts of the most far-reaching character, invading the legal and moral rights of the workers to perform perfectly legal and legitimate acts, to carry on their effort to a successful termination. Injunction of a flagrant, unjustifiable, and outrageous character are continually issued, and honest, law abiding, and faithful citizen-workmen are thrust into prison for periods of from one to nine months. Thus far we have been unable to persuade the Congress of the United States to enact a law that shall protect the rights and liberty of people engaged in industrial disputes, and many of the courts have interpreted this failure on the part of Congress to act, as a warrant and authority to extend the use, or more properly speaking, the abuse of the writ of injunctions, so that the scope of each writ still further invades our constitutional guaranteed rights. This impending and growing danger, therefore, impels us to appeal to the workers, and to all the people of our country, so that the true feeling of all may be expressed and registered; so that the public opinion of the people of our common country may more definitely impress itself upon the minds of our national congress and state legislatures. With this object in view, we recommend to all organized workers, in national, state, central, or local unions, that at their public celebrations on May 1, July 4, and September 1 (Labor Day), 1903, they concentrate their attention to a discussion of the abolition of the injunction in labor disputes, and the adoption of



Injunctions: Hot Topic of 1902.

resolutions, demanding at the hands of congress, and the legislatures of their respective states, the enactment of laws conforming to that purpose.

A donation of \$1,000 was forwarded to the striking miners a few days ago from this office. This is the second installment of the \$2,000 voted at the Toledo convention for their relief, the first installment being forwarded direct from convention headquarters at Toledo.

After 239 years of successfully skinning their employees as well as the fish the employers in the fish industry at Gloucester, Mass., were called upon to "divy" up with their employees, some of whom were team drivers. Delegates to our recent convention in Toledo said that while the Fish Skinners' Union did not get all they asked for, yet they could see nothing left for the other fellows but the scales.

## HIGH ROAD TO SUCCESS

Local Union No. 327, of Haverhill, Mass., was organized by Organizer J. E. Donovan in December, 1901. The union started business with a charter list of 26, and in their seven months' of existence they have grown to a membership of 72.

## STILL IN THE FIELD

Bakery Wagon Drivers' Local No. 323, of Detroit, Mich., is still in the field for new members, and at nearly every meet-

ing one or more teamsters are taken in. The largest "scab" bakeries in the city are still refusing to recognize our union. They are the Morton Baking Co., The Wagner Baking Co., and Frank B. Whittlesburger. We hope to be able to report in our next communication that we have secured recognition.

## GLENS FALLS, N. Y.

I will write a few lines in regards to our Local No. 433 so as to let the people know we are still on earth. We were chartered June 6 with a membership of 28, and have been growing steadily ever since, until now we have 96 members in good standing. On Labor Day we turned out with 80 mounted horses in the parade. We have had success so far in every demand we have made. There is one job which is located 10 miles from our town, in a place called Spires Falls, where we have made demands for a raise of wages from \$1.50 to \$1.75 per ton, but the same has not been granted as yet. We placed this company on the unfair list and they offered us \$1.70, but the same was not accepted. The men say they will have \$1.75 per ton or nothing. There are 43 different local unions in our town with shoulder to shoulder, which means success in every strike. The motormen and conductors are out on a strike with the Hudson Valley Railroad Co. It has lasted six weeks now, and for four weeks they did not stir a car. The company has now imported scabs and are running the cars about 10 hours a day with a guard of soldiers, but they are getting very few passengers as the unions have imposed a fine of \$5 on every member who rides on a car which is operated by a scab. There has been several business places put on the unfair list for selling to the company and riding on the cars.



Local 433 Members Mounted Horses for Labor Day Parade in '02.

# AMERICA'S TEAMSTERS

